

ARIZONA

STATE BOARD OF NURSING

NEWSLETTER

QUARTERLY CIRCULATION APPROXIMATELY 74,000 TO ALL RN'S, LPN'S, CNA'S AND STUDENT NURSES IN ARIZONA

The Official Publication of the Arizona State Board of Nursing
1651 East Morten Avenue, Suite 210, Phoenix, Arizona 85020-4316

Volume 4, No. 3

August, September, October 2003

Are there Nurse Imposters in Arizona?

By Suanne Smith, RN, MS
Nurse Practice Consultant

From January 1, 2003 through June 30, 2003, the Arizona State Board of Nursing (ASBN) sent five Cease and Desist letters to individuals who represented themselves as nurses. All of them worked in healthcare facilities in Arizona and four provided hands-on patient care. None of them had nursing licenses in the state of Arizona. The cases outlined below show that vigilance is required by all members of the healthcare organization when hiring new employees. (See article on "Are You Sure You Are Hiring a Nurse?" located on page 1 of this newsletter.)

1. Gail S. completed an application for a quality management position at a Phoenix hospital. On the application, she stated that her educational preparation for the position was a BSN and MSN from universities in Wyoming and Illinois. Gail used "RN" and "MSN" after her name on the title of her resume. After Gail started working, the VP for Patient Care Services requested to see Gail's RN license after it was determined that Gail had not provided the facility with a copy of her license. Gail presented a copy of a RN license from a nurse who had just applied for a job at the facility. She had altered the license with her name, address and signature. When the license was verified at ASBN, the license belonged to another RN, not Gail S.

2. Carla M. was hired as a behavioral health technician at a Phoenix hospital. Approximately one month later, she was promoted to LPN and worked at this hospital as a LPN for over one year. She resigned her position at the Phoenix hospital and accepted a LPN position at a long-term care facility. The Director of Nursing (DON) of the long-term care facility requested to see her license and Carla stated that she was "being reviewed" by ASBN because of a theft by her roommate. The DON then called ASBN and was told that Carla did not have a LPN license in Arizona.

3. Gayle M. had a RN license from Texas (a compact state), but her primary residence was in Louisiana. Gayle began employment with a travel nurse agency and worked as a RN at a Tucson hospital, since she said she was told by

the agency that she could work on her Texas license. The agency found out that her Texas license was valid in Texas only as her primary residence was in Louisiana. The agency reported Gayle to ASBN for working in Arizona without a current Arizona or Texas multistate license.

4. Nancy V. had a current RN license from Wisconsin, a compact state. Previously, Nancy's RN license from Arizona had been revoked in May 1997. In August 2002, Nancy requested reinstatement of her Arizona license but the Board denied the request in January 2003. Nancy was hired by the local office of a national traveling nurse agency in March 2003 and began her employment as a traveler RN at a Mesa hospital, using her Wisconsin license. An RN at the Mesa hospital reported Nancy to ASBN when the RN read in the ASBN newsletter that the Board had denied reinstatement of Nancy's RN license. The reporting RN was told that a RN or LPN, who has been denied the privilege of a RN or LPN license in Arizona, cannot practice nursing in Arizona with a multistate license from another compact state.

5. Andrew K. was employed by a national staffing agency as a LPN and was sent to work as a LPN to a long-term care facility at Safford. Andrew signed time cards, Shift Count Narcotic Records, Patient's Narcotic Records for morphine and hydrocodone/APAP, and a patient's nurses' notes using LPN after his signature. The DON at the long-term facility reported Andrew to the staffing agency personnel as Andrew would not show the DON his LPN license. An individual from the staffing agency tried to verify Andrew's license with ASBN and was told that Andrew was not licensed in Arizona. Upon review of Andrew's employment record, Andrew attended a certificate nursing assistant program and a basic emergency medical science program in 2000 – 2001.

Because the people involved in the above cases did not have a current nursing license in Arizona, the Board did not have any jurisdiction over them. The Board issued a Cease and Desist letter to each of them informing them that they had violated the Nurse Practice Act (NPA) by representing them-

Impostors, cont. on pg. 5

Nursing Shortage in State Spawns Rise in Impostors

Reprinted with permission by Phoenix Newspaper, Inc
Charles Kelly
The Arizona Republic

Safeguards

The Arizona State Board of Nursing urges employers who suspect there's a problem with nurse credentials to:

- **Verify licensing before letting an employee work.**
- **Call the board's 24-hour verification line, 602-331-8111 Ext. 510 To defeat an impostor using someone else's name and registration number, call in the job seeker's Social Security number.**
- **Make a job seeker show his or hers original license, not a copy. Alterations on an original will be more obvious.**

For five years, Josephine Limon worked diligently as a registered nurse at a Phoenix-area hospital.

Later, colleagues at John C. Lincoln Hospital- Deer Valley would praise her, saying she was competent, compassionate and knowledgeable.

The only problem was, Limon was not a registered nurse. In fact she wasn't a licensed nurse at all. Her credentials as a practical nurse had expired in 1986, and she hadn't renewed it, according to Maricopa County Superior Court records. Still, she worked at the hospital and a treatment center for five years.

Limon was a nurse impostor, one of a small but disturbing number of health workers in Arizona who fake or over-

state their credentials as nurses.

The Arizona State Board of Nursing logged seven impostors in each of the past two years, a big jump from the previous years. In 1996, for instance, only one case was discovered.

No patients have been harmed in recent years by impostors, but the possibility is always there, said Valerie Smith, the board's associate director in charge of investigations.

"We have low numbers, but there's high risk for high harm," said Smith, adding that the upsurge in fraud is national and appears to be linked to the shortage of nurses.

She sits on a committee of the National Council of State Boards of Nursing and in December was part of a conference call by regulators representing 25 states who expressed worry about increasing problems with impostors.

"What seemed to be the general consensus... was the fact that we have a nursing shortage (and) it is bringing these people out of the woodwork, Smith said.

Competition has driven salaries up, making fakery more attractive, she said, and employers desperate for help may be careless in hiring.

The Arizona board rarely runs across out-and-out impostors, ones with no nursing training at all. The typical impostor has some training but claims credentials he or she does not have.

Shortage, cont. on pg. 21

From the Executive Director

By Joey Ridenour, RN, MN

Future of Licenses and Certifications

In February 2003, there was an article published statewide that recommended the Arizona Legislature eliminate mandatory licensure for RNs and LPNs. This article provides another view on the 10 to 20 year debate whether voluntary certification of nurses may have more relevance than licensure. If you have any comments that you want to share with the Board, please contact Joey Ridenour at jridenour@azbn.org.

Today, states use three mechanisms for regulating nurses and allied health professionals: 1.) licensure, the most restrictive form of regulation, makes it illegal to practice a profession without meeting state imposed standards; 2.) certification, granting title protection to persons meeting predetermined standards (those without the title may perform the care, but may not use the title) and 3.) registration, the least restrictive form of regulation, requiring individuals to file their names, addresses and qualifications with a government agency before practicing.1 This article provides another view on the debate for the past 10 years that certification of nurses may have more of an relevance in the future than licensure. Empirical studies relating to licensing to quality of care were also reviewed to determine what, if any, research is available to influence the licensure public policy and evidenced based nursing regulation.

Licensure and Certification Defined The power of the state legislature is to provide for the general welfare of its people through statutes and regulations that will protect them from the consequences of incompetence or deception and fraud. The compelling reason for requiring licensure as a legislative mandate is to legally regulate a recognized profession for the purpose of a public good. The general public by itself lacks the information and expertise necessary to determine if certain occupations or professionals

Director, cont. on pg. 9

Index:

Nurse Impostors	1, 5
Advisory Opinion	6
AzNA Convention 2003	10
Education Corner	13
Approved Nursing Education Programs	15
Regulation Rundown	17
Nursing Assistant Programs.....	19
Legislative Update.....	22
Disciplinary Action	23

GOVERNOR <i>The Honorable Janet Napolitano</i>		BOARD OF NURSING CONTACT NUMBERS			
BOARD MEMBERS		MAIN LINE: (602) 331-8111 FAX: (602) 906-9365 e-MAIL: arizona@azbn.org HOME PAGE: http://www.azboardofnursing.org			
Kathy Malloch, PhD., MBA, RN President	ADMINISTRATION Joey Ridenour RN, MN Judy Bontrager RN, MN Valerie Smith RN, MS Lila Wiemann	Executive Director Associate Director - Operations Associate Director/Nursing Practice Administrative Assistant to the Executive Director	602-331-8111 x125 602-331-8111 x143 602-331-8111 x145 602-331-8111 x168	jridenour@azbn.org jbbontrager@azbn.org vsmith@azbn.org lwiemann@azbn.org	
Alice Gagnaire, RN, MSHA Vice President	CHEMICAL DEPENDENCE / CANDO Patricia Reeder RN, MS, Ed.S. Dolores Hurtado Olga Zuniga	Nurse Consultant-CANDO Legal Secretary - Monitoring & CANDO Administrative Secretary - Monitoring & CANDO	602-331-8111 x138 602-331-8111 x123 602-331-8111 x148	preeder@azbn.org dhurtado@azbn.org ozuniga@azbn.org	
Barbara O’Connor, LPN Secretary	EDUCATION Pamela Randolph RN, MS, CPNP Meredith Fountain	Consultant, Educational Programs RN/LPN/CNA Administrative Assistant-Education	602-331-8111 x139 602-331-8111 x133	prandolph@azbn.org mfountain@azbn.org	
Trista Campbell, RN, BSN Member	FISCAL SERVICES Diane Serra Norma Salter	Business Manager Accounting Technician	602-331-8111 x192 602-331-8111 x130	dserra@azbn.org nsalter@azbn.org	
Theresa Crawley, CRNA, MSHSA Member	HEARINGS Susan Barber RN, MSN Vicky Driver	Nurse Practice Consultant-Hearing Department Adm. Asst./Hearing Department	602-331-8111 x126 602-331-8111 x132	sbarber@azbn.org vdriver@azbn.org	
Richard Elward, LPN Member	INVESTIGATIONS Nurse Practice Consultants Betty Nelson RN, MS Jeanine Sage RN, MSN Karen Grady MS, RN, FNP, BC Mary Rappoport RN, MN Nancy "Nan" Twigg RN, MS Pat Midkiff, RN, MN Sister Rachel Torrez RN, MS Suanne Smith RN, MS Sydney Munger RN, MS	CNA CNA Advanced Practice/RN/LPN RN/LPN RN/LPN/Southern AZ RN/LPN RN/LPN RN/LPN Applicants RN/LPN	602-331-8111 x116 602-331-8111 x127 602-331-8111 x190 602-331-8111 x226 520-615-4945 602-331-8111 x119 602-331-8111 x141 602-331-8111 x114 602-331-8111 x149	bnelson@azbn.org jsage@azbn.org kgrady@azbn.org mrappoport@azbn.org ntwigg@azbn.org pmidkiff@azbn.org srachel@azbn.org ssmith@azbn.org smunger@azbn.org	
Marla Moore, RN, BSN, MA Member	Senior Investigators James (Jim) Ball Jeanne Bauer Lorraine Brown Pat Pavlina, RN, BS Vicki Johansen	RN/LPN CNA RN/LPN CNA CNA	602-331-8111 x196 602-331-8111 x191 602-331-8111 x227 602-331-8111 x153 602-331-8111 x151	jball@azbn.org jbauer@azbn.org lbrown@azbn.org ppavlina@azbn.org vjohansen@azbn.org	
Gregory Y. Harris Public Member	Legal Assistants Kirk Olson Melissa Vannier Vikki Cervantes	CNA CNA CNA	602-331-8111 x115 602-331-8111 x117 602-331-8111 x150	kolson@azbn.org mvannier@azbn.org vcervantes@azbn.org	
Beverly Ogden Public Member	Legal Secretaries Barbara Jones Becky Loar Dorothy Lindsey Esther Garcia Thereasa Berry	Board Minutes Investigations CNA Investigations CNA Investigations New Complaints/CNA Investigations	602-331-8111 x140 602-331-8111 x146 602-331-8111 x225 602-331-8111 x146 602-331-8111 x122	bjones@azbn.org bloar@azbn.org dlindsey@azbn.org egarcia@azbn.org tberry@azbn.org	
	INFORMATION TECHNOLOGY Loren B. Cobb Cory Davitt	Information Services Director Network Administrator	602 367-6743 (602) 331-8111 x173	lcobb@azbn.org cdavitt@azbn.org	
	LICENSING Becky Aranyos Brent Sutter Donna Frye Heather Aranyos Lorraine Silas Rhonda Rogers Yvonne Godinez	RN/LPN Exam RN/LPN Renewals Advanced Practice – School Nurses CNA Exam/Endorsements RN/LPN Endorsements CNA-Renewals CNA Exam/Endorsements	602-331-8111 x142 602-331-8111 x129 602-331-8111 x188 602-331-8111 x154 602-331-8111 x167 602-331-8111 x121 602-331-8111 x195	baranyos@azbn.org bsutter@azbn.org dfrye@azbn.org haranyon@azbn.org lsila@azbn.org rrogers@azbn.org ygodinez@azbn.org	
	MAILROOM Rita Kelly-Sierra	Mail Room	602-331-8111 x147	rkelly@azbn.org	
	MONITORING Stephanie Nelson RN, MS Dolores Hurtado	Nurse Consultant Monitoring Legal Secretary - Monitoring	602-331-8111 x135 602-331-8111 x123	snelson@azbn.org dhurtado@azbn.org	
	RECEPTIONISTS Athena Sanchez Jennifer Butler Cristina Oates-Lopez	Receptionist Receptionist Receptionist	602-331-8111 x144 602-331-8111 x144 602-331-8111 x144	asanchez@azbn.org jbutler@azbn.org coates-lopez@azbn.org	
	RECORDS Charlotte Seechoma	Records Room	602-331-8111 x194	cseechoma@azbn.org	
	ADDRESS CHANGE AND APPLICATION REQUESTS	Receptionist	602-331-8111 x156	arizona@azbn.org	

Nurse Impersonation Results in Felony Convictions

by Sister M. Rachel Torrez RN, MS,
Nurse Practice Consultant

Case #1

Janet Schultz had recently moved to the state of Arizona and decided she wanted to work as a nurse in the state. She had seen an advertisement in the newspaper for a registered nurse for an Assisted Living Facility and thought this might be just the place. The facility was not large, and the owners did not live in town but visited the facility from time to time. She would be alone a great deal of the time. This seemed to be the right place. Janet Schultz completed an application on September 1, 2000 indicating that she had graduated from Glendale Community College in 1967. Her application indicated that she had worked private duty nursing in the past. Janet Schultz was hired. On October 1, 2000 she signed an agreement with the facility as an independent contractor. She signed her name Janet Schultz RN, and had business cards printed with RN after her name.

Everything seemed to be in place except for the fact that the owners were more astute than she had anticipated. They soon began to question some of her decisions, and in fact her nursing judgment. The concerns were great enough that the owners hired a private investigator. Within a short time the private investigator was able to discover that Janet Schultz had a social security number that did not match the RN number she was using. The Board of Nursing showed an active license for the real RN, but not for the imposter Janet Schultz. The imposter Janet Schultz had a different social security number and had presented a nursing license to her employers that did not belong to her. Fortunately the owners of the Assisted Living Facility reported Janet Schultz to the Board of Nursing. She denied that she had told them she was a nurse and also denied that she had ever given anybody one of her business cards, even

though she had signed the contract with RN after her name. The Board of Nursing staff conducted a complete investigation. It was determined that the Arizona State Board of Nursing had never issued a nursing license to the imposter Janet Schultz.

Janet Schultz was sent a Cease and Desist Letter by the Arizona State Board of Nursing, and was reported to the office of the Attorney General. The office of the Attorney General prosecuted the case, and Janet Schultz was convicted of Criminal Impersonation, a class 6 undesignated Felony in violation of A.R.S. 13-2006, and 2001. She pled guilty and was sentenced to:

- 2 years probation
 - Restitution of all fines and fees.
 - 100 hours of community service
 - Inability to work as a caregiver.
- It is unclear if she served any jail time.

Case #2

Julie Young was hired by Dr. X as a nurse to assist him in his private office practice. She told the physician she had graduated from one of the local universities and was continuing her education to become a Nurse Practitioner. Dr. X hired Julie Young as an RN and worked in his office for several years, all the time signing her name with RN after it. After several years in the office she told Dr. X she would be taking the Nurse Practitioner Boards. A few months later she announced she had passed the boards for a Nurse Practitioner, but because the Board of Nursing was so far behind in their work, she would not be issued a Certificate for the Nurse Practitioner for at least six months. After six months had lapsed Dr. X insisted that she provide him with the Nurse Practitioner certificate. At this point Julie Young decided to resign. At no time had Dr. X or anyone else checked with the Board of Nursing to confirm if Julie Young had a current valid license in the state of Arizona.

When Dr. X was completing her file after her resignation, he suspected that she might have lied to him about her Arizona nursing license. Julie Young had signed numerous documents using RN and Nurse Practitioner (NP) after her name while caring for patients in the office. Julie Young had performed simple biopsies; assisted patients with medications, written prescriptions for them, and assisted in other related nursing duties. Julie Young was reported to the Board of Nursing. The Board of Nursing staff conducted a complete investigation. It was determined that the Arizona State Board of Nursing had never issued Julie Young a nursing license.

Julie Young was sent a Cease and Desist letter by the Arizona State Board of Nursing, and reported to the office of the Attorney General. The office of the Attorney General prosecuted the case and Julie Young was convicted of Unlawful Practice of Nursing a class 6 undesignated Felony in violation of A.R.S. Sections 32-1667, 1666, 1601, 13-701, 702, 707, 801, and 802. She pled guilty and was sentenced to:

- 3 years supervised probation
 - Pay restitution and all court fees.
- It is unclear if she served any jail time.

Lessons to be learned:

- All employers should **insist** on seeing the **original**

- nursing license/certificate versus a photocopy from any licensed or certified individual. It is acceptable for an employer to copy the original license/certificate to place in the employees file. The word "copy" should be written across the photocopied license/certificate.
- Employers should **verify all** nursing licenses/certificates with the State Board of Nursing, who issued the license/certificate, to assure that the license/certificate is active and in good standing. On-line verification now available by e-mail to verify@azbn.org. (refer to On-line Verification instructions in this issue or go to our Web site at www.azboardofnursing.org)
 - Employer's policies should be reviewed to assure a consistent procedure is followed to check that a professional nurse/certificate holder has a valid and active license in the state of Arizona, or another Compact state. (see Verification Contact clip-out in this issue)
 - The nurse's signature on the **original** license/certificate should match the nurse's actual signature.
 - Examine the **original license** for any signs of alterations.
 - If an employer has any questions, contact a Nurse Consultant at the Board of Nursing for consultation and advise regarding these matters.

SAMPLE OF CEASE AND DESIST LETTER

Dear

The Board of Nursing has received information that you have been representing yourself as a nurse.

Pursuant to A.R.S. § 32-1666(A)(1), (2) and (3): (A) It is unlawful for a person not licensed under this chapter or not holding a temporary license to: (1) Practice or offer to practice professional or practical nursing in this state; (2) Represent or use any title, abbreviation, letters, figures, sign, card or device to indicate that the person or any other person is a registered, graduate or professional nurse; (3) Represent or use any title, abbreviation, letters, sign, card or device to indicate that he or any other person is a licensed practical nurse.

Pursuant to A.R.S. § 1667 (3): A person is guilty of a class 6 felony who uses in connection with that person's name any designation tending to indicate or imply that the person is a graduate, registered or professional nurse or a licensed practical nurse if that person is not currently licensed under this chapter.

The Arizona Board of Nursing demands that you immediately cease and desist implying to the public of Arizona that you are a nurse.

Be advised that the Board may turn your case over to the appropriate law enforcement agency and proceed with criminal action in a court of law.

If you have any questions regarding our investigation of the complaint, please contact (Consultant/Investigator) , at 331-8111, ext.

Sincerely,

Joey Ridenour, R.N., M.N.
Executive Director

Impostors, cont. from pg. 1

selves as nurses. The NPA statutes, regarding nurse impostors, are located on our Web site, www.azboardofnursing.org, and are printed below.

Arizona Revised Statutes (A.R.S.) § 32-1666 (A)(1), (2) and (3): (A) It is unlawful for a person not licensed or certified under this chapter to: (1) Practice or offer to practice professional or practical nursing in this state; (2) Represent or use any title, abbreviation, letters, figures, sign, card or device to indicate that the person or any other person is a registered, graduate or professional nurse; (3) Represent or use any title, abbreviation, letters, sign, card or device to indicate that he or any other person is a licensed practical nurse or certified nursing assistant.

A.R.S. § 1667(2):

A person is guilty of a class 6 felony who engages in any conduct prohibited in section 32-1666.

A.R.S. § 1636 “Use of title or abbreviation by professional nurse,” the law states: “Only a person who holds a valid and current license to practice professional nursing in this state or in a part state pursuant to section 32-1668 may use the title “nurse,” “registered nurse,” “graduate nurse” or “professional nurse,” or the abbreviation “R.N.”

A.R.S. § 1641 “Use of title by practical nurse,” the law states that "only a person who holds a valid and current license to practice as a licensed practical nurse in the state or in a party state as defined in section 32-1668 may use the title “nurse,” “licensed practical nurse,” “practical nurse” or the abbreviation “L.P.N.”

All individuals who represent themselves as nurses are reported to the Arizona Attorney General for prosecution. The Nurse Practice Act states, anyone representing him or herself, as a RN or LPN is guilty of a class 6 felony.

Advisory Opinion

By Karen Grady, MS, RN, FNP, BC
Advanced Practice Consultant

At the June 2003 Board meeting the Board approved the following Advisory Opinion regarding Nurse Practitioner Roles and Functions:

ADVISORY OPINION
NURSE PRACTITIONER DESCRIPTION OF
ROLES AND FUNCTIONS

- Nurse Practitioners are registered nurses who have acquired the formal education, extended knowledge base and clinical skills beyond the registered nurse level to practice in an advanced role as direct health care providers.
- Nurse Practitioners may perform additional skills for which they have been prepared through post-graduate education and training.
- Nurse Practitioners are authorized to practice by the Board via their registered nurse licensure and advanced practice certification in a specialty area.
- Nurse Practitioners provide health care services to individuals, families, and groups according to their practice specialty.
- Nurse Practitioners utilize critical judgment in the performance of comprehensive health assessments, differential medical diagnosis including ordering, conducting, and interpreting diagnostic and laboratory tests, and the prescribing of pharmacologic and non-pharmacologic treatments in the direct management of acute and chronic illness and disease.
- Nurse Practitioners provide care, including but not limited to admission, management of care, discharge and follow up, in ambulatory, acute, long term and other health care settings.
- Nurse Practitioners serve in multiple roles, including but not limited to, direct providers of care, health care researchers, consultants, and educators.
- Nurse Practitioners may work in independent practice.
- Nurse Practitioners work collaboratively with other health care professionals when appropriate.

RATIONALE: Per A.R.S. § 32-1601(15), a nurse practitioner is a professional nurse (RN) who is certified by the board and has an expanded scope of practice within a specialty area (e.g., family, pediatric, acute care, adult, etc.) that includes:

- Assessing clients, synthesizing and analyzing data and understanding and applying principles of health care at an advanced level;
- Managing the physical and psychosocial health status of clients;
- Analyzing multiple sources of data, identifying alternative possibilities as to the nature of a health care problem and selecting, implementing and evaluating appropriate treatment;
- Making independent decisions in solving complex client care problems;
- Diagnosing, performing diagnostic and therapeutic procedures, prescribing, administering and dispensing therapeutic measures, including legend drugs, medical devices and controlled substances within the scope of registered nurse practitioner practice on meeting the requirements established by the board;
- Recognizing the limits of the nurse's knowledge and experience, planning for situations beyond the nurse's knowledge and expertise and consulting with or referring clients to other health care providers when appropriate;
- Delegating to a medical assistant pursuant to section 32-1456;
- Performing additional acts that require education and training as prescribed by the board and that are recognized by the nursing profession as proper to be performed by a nurse practitioner.

Per A.A.C. R4-19-505, in addition to the scope of practice permitted a professional nurse, a nurse practitioner may perform the following acts in collaboration with a physician:

1. Examine a patient and establish a medical diagnosis by client history, physical examination, and other criteria;
2. Admit a patient into a health care facility;

3. Order, perform, and interpret laboratory, radiographic, and other diagnostic tests;
4. Identify, develop, implement, and evaluate a plan of care for a patient to promote, maintain, and restore health;
5. If authorized under R4-19-507, prescribe and dispense medications; and
6. Refer to and consult with appropriate health care professionals.

Per A.A.C. R4-19-101, "Collaborate" is defined as to establish a relationship for consultation or referral with one or more licensed physicians on an as-needed basis. Direct or on-site supervision of the activities of a registered nurse practitioner by the collaborating physician is not required.

GENERAL REQUIREMENTS

A nurse practitioner is certified by the board as a nurse practitioner; has completed a nurse practitioner education program approved or recognized by the board; if applying for certification on or after January 1, 2001, has a master of science degree in nursing or a master's degree in a health-related area; and if applying for certification after July 1, 2004, holds national certification from a national certifying body recognized by the board or provides proof of competence if a certifying examination is not available. (A.R.S. § 32-1601(15); R4-19-504 (B))

REFERENCES

Scope and Standards of Advanced Practice Registered Nursing, American Nurses Association, 1996.

Scope of Practice for Nurse Practitioners, American Academy of Nurse Practitioners, 1998.

A.R.S. § 32-1601(15)

A.A.C. R4-19-101

A.A.C. R4-19-505

This advisory opinion can be accessed and printed off of the ASBN Web-site, www.azboardofnursing.org. Select Advisory Opinions from the menu then select Nurse Practitioner Description of Roles and Functions.

If you have any questions about advanced practice or the Advanced Practice Committee, please call Karen Grady at (602) 331-8111 ext. 190, or e-mail at kgrady@azbn.org.

Advanced Practice Corner

By Karen Grady, MS, RN, FNP, BC
Advanced Practice Consultant

Advanced Practice Committee Highlights

The Advanced Practice Committee held meetings on May 9, 2003 and June 27, 2003. The next Committee meeting is scheduled for Friday, August 22, 2003, at the Board office, and is open to the public.

Recent Advisory Opinions

The Committee recently completed work on the Advisory Opinion, Nurse Practitioner Description of Roles and Functions, which was approved by the Board at the June 2003 Board meeting. The Opinion is published in this newsletter, and can also be accessed to print via the ASBN Web site, www.azboardofnursing.org, select Advisory Opinions, select Nurse Practitioner Description of Roles and Functions.

Current Issues

The Committee is currently assisting with the revision of Article 5 of the Rules of the Nurse Practice Act, related to Advanced Nursing Practice. The entire Article is being revised and updated to reflect the statutory changes enacted in May of 2002, including scope of practice for NP,

CNS, and National Certification requirements. Proposed rules for CRNA scope of practice are also being drafted. The proposed Article 5 Rules will be published in this newsletter for your comments prior to further discussion by this Committee and the Laws & Rules Committee.

Future Topics

Future topics will include discussion of guidelines for the use of controlled substances for the treatment of chronic pain patients, inconsistencies in intergovernmental regulations, and exploration of "sunrise" issues.

Prescribing and Dispensing

A nurse practitioner's P&D authority is limited to the scope of practice of the practitioner. For example, it would be outside scope for a pediatric nurse practitioner to prescribe for an adult even if a co-worker, friend, or family member. In addition, failure to document an examination and treatment provided would fall below the standard of practice and could be considered a violation of the Nurse Practice Act.

If you have any questions about Advanced Practice or the Committee, please call Karen Grady at (602) 331-8111 ext. 190, or e-mail at kgrady@azbn.org

Open Public Workshop Article 3. Licensing

The Arizona State Board of Nursing cordially invites the public to an open meeting to make comments and suggestions on the proposed changes to Article 3, available on our website at www.azboardofnursing.org.

Date: Thursday, August 14, 2003

Time: 9 a.m.

Location: Arizona State Board of Nursing
Board Room
1651 E. Morten Ste. 210
Phoenix, AZ 85020

If you are unable to attend the meeting and/or would like to comment or suggest changes in advance of the meeting, please send your proposed changes in writing to:

Pamela Randolph
1651 E. Morten Ste. 210
Phoenix, AZ 85020
602-331-8111 ext. 139
E-mail: prandolph@azbn.org
Fax: 602-906-9365

On-Line Verification Instructions

To verify RN/LPN/CNA licensure or certification and Temporary licensure for RNs & LPNs ON-Line, follow the instructions below:

1.

Send e-mail
To: verify@azbn.org
2.

Leave the subject line blank.
3.

List all the RN/LPN/CNA numbers **OR** the Social Security# (do not use hyphens in ss#)
For Temporary RNs or LPNs use the TRN+digits or TLP+digits
Examples:

<u>License or Certificate numbers</u>	<u>Social Security Number</u>
RN +6 or 9 digits	111223333 (all numbers, no hyphens)
LP + 6 digits	
CNA + 9 digits	
TRN + 6 digits	
TLP + 6 digits	
4.

Do not type statements or comments; type **only** license, certificate or social security numbers.
5.

You may verify as many individuals as you like.

Results will be returned quickly and will give you the following information:

- Name of the licensee or certificate holder
- License, or certificate number
- Renewal date
- Date license or certificate was originally issued on
- The status of the license or certificate
- Whether or not the individual has been fingerprinted by ASBN
(Fingerprinting was not required until January 1, 1999)
- Whether or not the nurse has Multi-State privileges

NOTE: If you are verifying a temporary RN or LPN number and the response you receive says that it is not found, try eliminating the "T" from the TRN or TLP and resend (they may have already received their permanent license).

If you have questions or experience problems, please call 602-331-8111.

WE NEED TO KNOW.....

.....IF YOU HAVE CHANGED YOUR ADDRESS RECENTLY

Keeping your address current with the Board of Nursing helps ensure that License or Certification Renewals will reach you in a timely manner, before renewal/expiration date.
For your convenience, you may use this form to submit your address change to the Board of Nursing

Name: _____

License/Certification No: _____

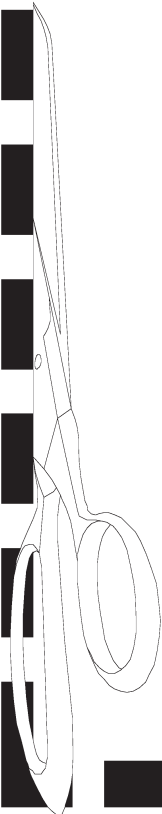
Old Address: _____

Old Phone No: (_____) _____

New Address: _____

New Phone No: (_____) _____

PRIMARY STATE OF RESIDENCE:_____



Director, cont. from pg. 1

have the necessary qualifications to provide competent care. The practice acts that govern a profession are adopted pursuant to police powers reserved to the states by the 10th Amendment of the United States Constitution, by which states may regulate professions in the interest of protecting the health, safety and welfare. Once the legislature has passed a licensure law, it becomes illegal for any person not licensed to engage in activities of the licensed profession.

The nursing profession has been legally regulated since the early 1900s. Legislation enacted in each state designated nursing as a profession and also created an administrative body in the form of a board to act as the regulator. Generally, the enabling legislation is known as the Nurse Practice Act, which empowered the regulatory boards to carry out the following mandates: 1.) establish criteria for effective initial assessment of competence for licensure to safely practice, 2.) determine the authority of the board to effectively and efficiently carry out its purpose, 3.) specify authority to discipline licensees found to have engaged in wrongdoing or to have violated the practice act, 4.) provide the board authority to set standards of practice through the promulgation of regulations and rule and, 5.) approve nursing programs as a prerequisite to licensure.

Many variations of governing boards exist among the 61 Boards of Nursing to carry out the mandates of the Nurse Practice Act. Most nursing boards are semi-autonomous and fund their operating expenses from licensing revenues. Other boards operate under a centralized governing department referred to as an umbrella structure that regulates many professions. The non-umbrella or umbrella hierarchy impacts the regulatory functions, control of revenue, expenditures and licensees impacted by the nurse practice act.

Conversely, voluntary certification programs are established to provide a professional with an additional credential, which distinguishes them from others in the profession. The voluntary certification does not create additional legal rights for the professional or obligations necessary to practice. A public protection relationship is incidental. Licensure on the other hand, is a public process, legislatively mandated and a prerequisite to practice. Because a "license is bestowed by a public body-a board- the legal protections placed on the process are heightened and subject to rigid constitutional, statutory, and regulatory scrutiny."² These due process rights are strictly enforced by legislative authority granted to the board to deny an individual the right to enter the profession and to remove the existing property rights to the licensure.

The mounting pressure to attain licensure for the various occupations became so great in the 1970s that the Federal Department of Health and Human Resources called for a moratorium on the licensing additional allied health workers. At about the same time, some of the lead-

ers within the health occupations began to consider certification as an alternative to licensure. It must also be emphasized that the qualifications that determine eligibility for licensure are premised on minimum competence on entry into the profession. A legislative determination sets the threshold of safe practice, not the higher, specialized threshold for advanced certification.

If the alternative process of certification resulted in consumers restricting themselves to certified nurses, such a process may be more restrictive than licensure. Some nurse may elect, for personal reasons, not to sit for the certification exams. Therefore, some practitioners who are not certified may, in fact have competence equal to or greater than that of some certified practitioners. Thus, there is no easy or dependable way for the public to be sure of a non-certified nurse's level of competence. "Being certified may be considered a positive indicator, but not being certified is not necessarily a negative one."³

Violators of certification requirements cannot be prosecuted for practicing without certification, since there are not specific laws covering voluntary certification. The certification agency may have copyrighted symbols, which may result in prosecution of those who do not have authorized use of the credential. In addition, the work by private certification entities is unlikely to be sufficient to protect the public from nurses who are impaired or who practice incompetently.⁴ State Boards of Nursing are more likely to be able to bar nurses from practice faster than market processes can.

Research Research on licensing as a public policy to prevent incompetent or unscrupulous providers from serving the public is relatively new, and dating for the most part from 1977. Of the 26 research studies, each of which were found to be flawed due to questionable peer review procedures, conflicting quality data and assumptions and methods the researchers themselves questioned. Despite the crudeness of the measures used, the findings overall confirm the conventional wisdom that "the more entry into a profession is restricted, the more likely it is that those who get in will be well regarded by their peers and behave in ways designed to maintain that regard."⁵ Three studies suggest a positive association between licensing and quality.

Future of Licensure and Certification Given the information presented, it is evident licensure will play an important role in the near future. The distinction between licensure and certification is that the former will focus most on distinctions within the mainstream of nurses while the latter will focus on nurses who are outliers. Despite the advances within the certifying bodies, they are unlikely to play a role in the initial granting of the privilege to practice nursing. To dispense with educational requirements would mean a substantial period in which a practitioner would provide care before a judgment on competence could be made. One could argue that increased ability to assess

practice means that the initial criteria could be relaxed, but patients may be exposed to more high risk or harm behaviors than with current entry requirements.

In addition, certifying bodies are unlikely prepared to protect the public from nurses who are impaired or who practice incompetently. Despite the due process requirements of licensure, the Board of Nursing is more likely to be able to bar impaired nurses from practice faster than market processes.

In summary, it is difficult to conceive of a society in which so many matters of enormous consequence related to licensure – matters of life and death - would not be safeguarded by the work of Boards of Nursing. The public expects the state to protect them from unsafe practitioners through mandated licensure and not through a voluntary credentialing mechanism whereby violators of certification cannot be prosecuted for incompetence.

REFERENCES

1. Blevins, Sue A. December 15, 1995. The medical monopoly: protecting consumers or limiting competition, Cato Policy Analysis No. 246.
2. Schoon, Craig C.and Smith, I. Leon, (2000). The licensure and certification mission, chapter 6, Dale Atkinson, legal issues in licensure policy. New York: Professional Examination.
3. Schoon, Craig C., Smith, I. Leon, (2000). The licensure and certification mission, chapter 7, Benjamin Shimberg, the role that licensure plays in society. New York: Professional Examination.
4. Ginsberg, Paul and Moy, Ernest. Physician licensure & quality of care-the role of information technology. Cato Policy Analysis
5. Gross, Stanely. December 9, 1986. Professional licensure and quality: the evidence, Cato Policy Analysis No. 79.

Mark your Calendars!

Arizona Nurses Association
Student Nurses Association of Arizona
Convention 2003
September 18-20 • Prescott Resort and Casino
*Arizona Nursing Connections:
Experts in Our Own Backyard.*

To stay competent, knowledgeable and marketable, we need to keep absorbing information and more importantly understand how to apply it. What better opportunity to gain knowledge, than to share with expert nurses from right here in our own backyard? Although educational opportunities come in many shapes and forms today—from audio conferencing to Web-based training—AzNA’s Biennial Convention will offer some distinct advantages.

Strategizing - From meetings to educational sessions to exhibitors there will be a plethora of opportunities to obtain valuable information and determine the future of nursing in Arizona. Through reference hear-

ings and business meetings, convention participants format the direction of AzNA for the upcoming two years, and as a result, powerfully influence nursing in Arizona. Strategies for addressing the nursing shortage and workplace issues will be presented, debated, and voted upon.

Networking - Most importantly, convention offers the opportunity to network with nurses and student nurses from around the state. Convention is a wonderful time to reconnect with old acquaintances, interact with nursing leaders, meet new colleagues, and gain inspiration from the enthusiasm of student nurses.

New Pre-Convention Workshop – Come up to the Prescott Resort a day early and join Paulla Eldridge and Joan Gustafson for a pre-convention workshop on September 17. "Colleagues in Action: Powerful Communication in the Workplace" will provide powerful communication skills.

Arizona Nursing Connections: Experts in Our Own Backyard

Thursday, September 18				
7:30.	Registration and Continental Breakfast, Poster Sessions Open			
8:45	Welcome and Opening Ceremonies			
9:15.	Creating a Positive Nursing Work Environment: ANCC Magnet Hospitals and AzNA’s Work Environment Project, Amy Steinbinder, Banner Thunderbird, Heather Healy, AzNA			
10:15	Refreshment Break, Poster Session			
10:45.	Challenging the Future of Nursing in Arizona Fran Roberts, Arizona Hospital and Healthcare Association			
11:45.	Awards Lunch			
1:00	AzNA Business Meeting & President's Message, Kathy Player			
2:30.	Refreshment Break, Poster Session			
3:00.	Reference Hearings and Review			
4:30	Chapter Meetings--2, 10 & 30			
Friday, September 19				
6:30	Registration and Continental Breakfast, Exhibits and Posters			
7:00	AzONE Business, Chapter President, PAC Business Meeting			
8:30	Center for American Nurses: Serving the Needs of Nurses Today and Tomorrow Betsey Snow, Shirley Bell			
10:00	Refreshment Break, Exhibits and Posters			
10:30	AzNA Business Meeting			
11:30	PAC Lunch: Senator Gabrielle Giffords			
1:00	Breakout A Community Health: The Impact of Budget Diversion to Terrorism Catherine Eden	Breakout B Making Changes: Lessons from Leadership Colleen Hallberg	Breakout C Enhancing Nursing in Arizona: Campaign for Caring Update Fran Roberts & Cindy Scott	Breakout D C.A.R.E.-Pro: Strengthening the Skills and Capacity of Professionals in Meeting the Needs of Family Caregivers Marge Drugay
1:45	Transition Break			
2:00	Breakout A Terrorism: How Arizona has Prepared and What Every Nurse Needs to Know Jane Wixted	Breakout B Pain Management	Breakout C Making Your Nursing Voice Heard Betsey Snow	Breakout D Evidenced based Strategies to Help Patients Quit Smoking, Nancy Metzger
2:45	Refreshment Break, Exhibits and Posters			
3:00	Nursing in Arizona: Where Do We Go From Here? Anne McNamara			
5:00	Cash Bar Reception, Banquet, Entertainment and Auction			
Saturday, September 20				
7:00	Registration and Continental Breakfast, Exhibits and Posters			
7:15	Legislative Committee Meeting			
8:30	SNAAz Welcome			
8:45	A Patient's Perspective: Good to Great Nurses, Sheila Gerry, Senior VP John C Lincoln			
9:45.	Breakout A – International Arizona Nurses Adventure to China Rose Gerber	Breakout B – Leadership Leadership Presence: Public Speaking for Small and Large Groups Doris Milton	Breakout C – Student Track Interviewing Skills: Getting the Job You Love Ro Haddon	Breakout D – Technology Technology in Nursing: Improving Patient Safety in the Hospital Jean La More
10:45	Refreshment Break, Exhibits and Posters			
11:15	Breakout A – Globalizing Nursing: Transitioning Foreign Nurses Into American Nurse Practice Carol Long, Beth Rose	Breakout B – Leadership Mentoring: Contemporary Ideas from the Business Community Or Light for the Path Teri Wicker	Breakout C – Student Track Test Taking Strategies: Critical Thinking to Get it Right! Sue Gallagher	Breakout D – Technology Moving into the Information Age with Style: Using Personal Technology in Your Life and Career Dave Hrabe
12:15	Lunch: Kim La Mar The Power of Association			
1:30	Exhibitor and Poster Session Break			
2:00	Nursing: The Thread That Ties it All Together, Gerri Lamb			
3:15	AzNA Board Transition, SNAAz Business Meeting			
4:15	SNAAz Board Transition			

Convention 2003

Registration Form

Name

Address

City

State

Zip

Home Phone ()

W - ()

E-

Hotel Accommodations - Call before August 18
Prescott Resort 928-776-1666 \$109 per night

Early Registration (before September 2, 2003) Fees include meals *banquet not included

Please circle applicable dollar amount	Pre-Convention Workshop	Full 3 Day Convention	Thursday	Friday	Saturday
AzNA Member	\$99	\$239	\$99	\$139	\$99
Non-Member	\$129	\$339	\$129	\$169	\$129
Entry level, unemployed student	\$69	\$149	\$69	\$69*	\$69

Late Registration (after September 2, 2003) Fees include meals *banquet not included

Please circle applicable dollar amount	Pre-Convention Workshop	Full 3 Day Convention	Thursday	Friday	Saturday
AzNA Member	\$149	\$289	\$114	\$154	\$114
Non-Member	\$179	\$389	\$144	\$184	\$144
Entry level, unemployed student	\$84	\$164	\$84	\$84*	\$84

Registration amount enclosed \$

Guest/Sponsor Information

Guest Tickets, Banquet/Auction -(quantity) x \$40 each

Sponsor a student: price listed above -(quantity) x \$

Breakout Sessions

Guest/sponsor amount enclosed \$

Friday, September 19

Place an “X” in the breakout session (see schedule) in each

Breakout	A	B	C	D
1:00 p.m.				
2:00 p.m.				

Saturday, September 20

Place an “X” in the breakout session (see schedule) in each

Breakout	A	B	C	D
9:45 a.m.				
11:45 a.m.				

Payment Information: Total due \$

Please make checks payable to the Arizona Nurses Association and mail with registration to:
AzNA • 1850 E. Southern Ave., Ste. 1 • Tempe, AZ 85282

Credit card authorization:

credit card #exp. datesignature

Nurses Have the Opportunity to Help Develop the NCLEX® Examination

The National Council of State Boards of Nursing (NCSBN) is responsible for developing the NCLEX-RN® and NCLEX-PN® licensing examinations by utilizing contributions from nurse clinicians and educators. NCSBN encourages all nurses to become involved in the development of the exams by participating in the item (question) development program. Qualifications for participation are listed below.

Serving on an NCLEX® item writing or review panel is an excellent opportunity to network with nurses from across the country, contribute to continuing excellence in nursing practice, and build new skills that are useful for professional growth.

Item development sessions are held throughout the year and include the item writing and item review panels. Item writing panelists are responsible for creating new test items

that may later appear on one of the exams. Item review panelists examine both newly created and older items to help decide if the items are current and relevant to entry-level nursing practice.

All item development panels are held in Chicago, Illinois, and generally last 3-4 consecutive days. Panelists stay downtown in a deluxe hotel surrounded by the shopping and theater districts. Most travel and food expenses are covered and new panelists receive more than 30 CEUs for their participation.

For more information about the NCLEX item development program or to receive an application for the item development panels please call the NCSBN item development hotline at 312-525-3775 or visit our Web site at www.ncsbn.org.

<p><u>ITEM WRITERS</u></p> <p>Item writers create the multiple-choice questions, or items, used for the NCLEX, examination. To qualify, you must be:</p> <p>1) Currently licensed in the jurisdiction where you practice.</p> <p>2) A registered nurse (RN) with a master’s or higher degree (for NCLEX-RN, exam) or a licensed practical/vocational nurse (LPN/VN) or RN (for NCLEX-PN, exam.)</p> <p>3) Responsible for teaching basic/undergraduate students in the clinical area OR currently employed in clinical nursing practice AND working directly with nurses who have entered practice within the last 12 months.</p> <p>LPN/VNs who plan to take the NCLEX-RN examination within two years of service with NCSBN do not qualify for participation.</p>	<p><u>ITEM REVIEWERS</u></p> <p>Item reviewers review the items that are created by item writers. To qualify, you must be:</p> <p>1) Currently licensed in the jurisdiction where you practice.</p> <p>2) An RN (for NCLEX-RN, exam) or an LPN/VN or RN (for NCLEX-PN, exam.)</p> <p>3) Currently employed in clinical nursing practice AND working directly with nurses who have entered nursing practice during the past 12 months.</p> <p>LPN/VNs who plan to take the NCLEX-RN examination within two years of service with NCSBN do not qualify for participation.</p>
--	--

• Education Corner •

Pamela Randolph RN, MS, CPNP

C.N.A. Instructor Meeting
The Board will organize a statewide meeting for C.N.A. instructors, coordinators and other interested educators. Last year several C.N.A. instructors attended a meeting on changes to the C.N.A. minimum competencies and reported that they benefited from the opportunity to meet other instructors and dialogue with the Board staff. Several people requested that another meeting for C.N.A. instructors be held. Therefore, with the help of A.S.U. student Sarah Van Holten, RN, who is doing her Leadership/Management practicum at the Board, the Board has planned an exciting workshop geared to C.N.A. instructors.

Please save the date, **November 21, 2003** for a **C.N.A. Educator’s Retreat at the Phoenix Mountain Preserve Reception Center in Phoenix**. The program will feature noted C.N.A. textbook author, Sheila Sorrentino. Dr. Sorrentino now resides in Arizona and therefore, we are able to offer this quality workshop at the cost of \$50 (early registration) including continental breakfast and lunch. Topics include curriculum development, putting power in policies, delegation, and stories from the Board. Although the meeting will focus on C.N.A. programs, other interested parties are also invited to attend. Information will be mailed to the C.N.A. programs, appear on the Web site www.azboardofnursing.org, and be published in the newsletter.

Program Complaints
The Board has received an increase in complaints against all types of educational programs—RN, PN and C.N.A. Some examples of complaints that, if substantiated, violate Board rules are:

- *Having a C.N.A. supervise a clinical group of C.N.A. students under the supervision of the RN.
- This is outside the scope of practice of a C.N.A. and violates C.N.A. program rules for instructor in a C.N.A. program. Only RNs can teach nursing knowledge and skills.
- *Charging C.N.A. students in a facility program for the manual skills and written exam. This is a violation of the Code of Federal Regulations and Board rules for C.N.A. programs.
- *Having a clinical group that exceeds the 1:10 instructor to student ratio in an RN program. Nursing programs must maintain a 1:10 instructor to student ratio in clinical experiences.
- *Proposing to hire faculty with an associate degree in nursing to teach in an LPN program. Faculty in an LPN program must have a minimum of a BSN degree.
- *Requiring C.N.A. students in a facility-based program to sign a contract to work for a minimum of 6 months or pay back the training costs.

This is a violation of the Code of Federal Regulations and Board rules for C.N.A. programs

- *A college based C.N.A. program providing their certificate of completion to graduates of a non-approved high school program.

Operating a nursing or nurse assistant program that is not approved by the Board is a violation of statute and a Class 6 Felony.

All persons teaching in RN and PN programs should be familiar with the Education Rules in Article 2. All persons teaching or coordinating a C.N.A. program should be familiar with the C.N.A. program rules in Article 8. Any questions about changes or practices in a program that appear to violate the letter or spirit of the law should be directed to the Education Consultant before making a decision to proceed. The rules may be found on the Board Web site: www.azboardofnursing.org under Nurse Practice Act/Rules.

Education Committee Meetings:
Meetings of the Education Committee are open to the public. Meeting dates have been set for August 29, 2003 and October 10, 2003.

202(A)(6)—secretarial support to assist the administrator and faculty.

SouthWest Skill Center/Estrella Mountain Community College
Accepted interim report from SouthWest Skill Center and revised consent agreement to allow enrollment of students according to program plan.

June 11,12,13, 2003
Approved new C.N.A. programs at:
Gateway CC – EVIT - Phoenix
Medical Services Company - Scottsdale
Mohave High in Partnership with Mohave CC – Bullhead City

Central Arizona College
Approved the nursing program at Central Arizona College under the following conditions:

1. The Board consultant participate in and file a report on the 2004 NLNAC accreditation site visit, and
2. The program submits documentation that the college Governing Board accepts the faculty-load policy as presented to the Education Committee.

Pima Community College Center for Training and Development LPN Program:
Issued a Notice of Deficiency for violations of R4-19-202 (A)(2)(3)(5) and (7) (program resources) with 18 months to correct. In addition to the plan of correction required in R4-19-211, the program shall:

1. Submit a report on the progress remedying deficiencies within 9 months of the date on the Notice of Deficiencies, and
2. Submit a second report on correction of the deficiencies before the expiration of the period of correction.

The Board shall schedule and conduct a comprehensive site visit with a report to the Board following the receipt of the second program report.

Northern Arizona University
Continued investigation and ordered comprehensive site visit with a report to the Board for the September 17 Board meeting.

Northland Pioneer College
Approved request to add 10 credit hours to the nursing program.

Gateway Fast Track LPN Program
Approved request to open a site at the East Valley Institute of Technology (high school).

Board Actions on Education Programs
April 24, 25, 26, 2003
Approved new C.N.A. programs at:
Copper Mountain Inn—Globe
Horizon Health Care Institute at Holy Cross—Nogales
Valley Health Care—Tucson

Arizona Western College
Issued Notice of Deficiency to Arizona Western College for violation of R4-19-

Sanctioned Programs

FACILITY	CITY	BEGIN DATE	END DATE	COMMENTS
Beverly Healthcare Shadow Mountain	Scottsdale	04/30/03	04/30/05	Waiver currently in effect
Chinle Nursing Home	Chinle	12/18/01	12/18/03	
Chris Ridge Village	Phoenix	10/03/01	10/03/03	
Esperanza	Phoenix	04/11/03	04/11/05	
Glendale Care Center	Glendale	12/11/01	12/11/03	
Infinia at Foothills (formerly Foothills Manor)	Phoenix	08/23/01	08/23/03	Waiver currently in effect
Infinia at Show Low (formerly Pueblo Norte Nursing)	Show Low	11/13/01	11/13/03	
Life Care Center of Paradise Valley	Phoenix	09/23/02	09/23/04	
Sunbridge Park Villa	Tucson	11/16/01	11/16/03	

Open Letter of Gratitude

I would like to say thank you to the Arizona State Board of Nursing for your assistance with my dissertation, with which I recently received my PhD in Counseling from the University of New Mexico. I am especially grateful to all the nurses who participated in the study. I was impressed with your willingness to share your experiences, and appreciate the time you spent in the interviews last year. The dissertation is available through the University of New Mexico and is entitled "Substance abuse and nurses: A study of completers and non-completers in an alternative diversion program." I successfully defended in May 2003 with distinction. Thank you to all the recovering nurses who made this possible.

Sincerely,
Nancy Darbro, PhD, RN
Coordinator, N.M. Diversion Program.

Scope of Practice Committee Call for LPN Members

By Judy Bontrager, RN, MN

The SCOPE OF PRACTICE COMMITTEE is currently recruiting for LPNs interested in serving on the committee for the May 03-05 term. There have recently been 2 unanticipated vacancies.

The committee has a rich & diverse membership which includes staff nurses, administrators and faculty members from the various agencies & health care settings throughout the state. Examples of the work product of the committee are found in the Advisory Opinions on the ASBN website: www.azboardofnursing.org

The current goals of the SCOPE OF PRACTICE COMMITTEE are to:

1. Review and revise current advisory opinions.
2. Respond to the changing health care environment

by addressing scope of practice issues and developing advisory opinions when appropriate.

3. Discuss and deliberate scope of practice issues when requested and make recommendations to the Board regarding specific issues.

The committee meets 4 times per year, usually in February, May, September and December. The meetings are held from 10 am – 3 pm in the Board Room at 1651 E. Morten Avenue in Phoenix.

If you are a LPN who is interested in applying to serve on the SCOPE OF PRACTICE COMMITTEE, please submit your resume to **Suanne Smith, RN at Arizona State Board of Nursing, 1651 E. Morten, Suite 210, Phoenix, Arizona, 85020 by August 31, 2003.** Telephone interviews will be conducted in September. The Board will appoint the members at their September 2003 Board Meeting.

Nursing Education Programs Approved by the Arizona State Board of Nursing

PRACTICAL NURSING	
Estrella Mountain Community College/ SouthWest Skill Center 3000 N. Dysart Rd Avondale AZ 85323	Charles Whitehead, MS, RN Director Phone: (623) 535- 2700 Provisional approval: Jan. 03
Maricopa Skill Center 1245 E. Buckeye Road Phoenix, AZ 85034-4101	Barbara Fierro, MSN, RN Health Occupations Phone: (602) 238-4367
Pima Community College – CTD Health Occupational Programs 5901 South Calle Santa Cruz Tucson, AZ 85709-6370	Emelia Lewis, B.S.N., RN Coordinator, Health Occupation Phone: (520) 206-5113 (program sites at Tucson Medical Center; Kino Hospital and Health South)
GateWay Community College Fast Track PN Program 108 N. 40th Street Phoenix, AZ 85034 (Metro-Tech and campus sites)	Cathy Lucius, MS, RN Director, Nursing Division Phone: (602) 392-5025 Provisional approval 4/17/02
ASSOCIATE DEGREE MULTIPLE EXIT	
*Arizona Western College PO Box 929 Yuma, AZ 85364	Mary Rhona Francoeur, RN, MSN Director, Nursing and Allied Health Phone: (928) 317-6049
*Central Arizona College 8470 North Overfield Road Coolidge, AZ 85228	Paula Calcaterra, MSN, RN Director of Nursing Phone: (520) 426-4331
*Cochise College 4190 W. Highway 80 Douglas, AZ 85607-6190	Sue Macdonald, MSN, RN Director of Nursing & Health Technology Phone (520) 364-7943
Coconino Community College 1800 S. Lone Tree Rd Flagstaff, AZ 86001-2701	Jacqueline Waggoner, MS, RN Director of Nursing (928) 527-9978 Provisional approval (2003)
Eastern Arizona College 3714 W. Church Street Thatcher, AZ 85552-0769 *Maricopa Community College District Nursing Program Five community colleges and six sites:	Mayuree Sozanski, D.N Sc., RN Director of Nursing & Allied Health Phone: (928) 428-8396
Gateway Community College 108 N. 40th Street Phoenix, AZ 85034	Cathy Lucius, MS, RN Director, Nursing Division Phone: (602) 392-5025
Glendale Community College 6000 W. Olive Avenue Glendale, AZ 85302	Lucy Flaaten, PhD, RN Chair, Department of Nursing Phone: (623) 845-3209
Mesa Community College 1833 E. Southern Avenue Mesa, AZ 85202	Myrna Eshelman, MS, RN Chair, Nursing Program Phone: (480) 461-7106
MCC/Boswell Center 13101 N. 103rd Avenue Sun City, AZ 85351	Paulette Compton, RN, MS, Director, Nursing Program Phone: (623) 974-7835 Fax: (623) 974-7891
Phoenix College 1202 W. Thomas Road Phoenix, AZ 85013	Margaret Souders, MS, RNC, CNS Chair, Department of Nursing Phone: (602) 285-7119
Rio Salado College 2323 W. 14th St. Tempe AZ 85281 www.rio.maricopa.edu	Anne McNamara Ph.D, RN Faculty Chair, Nursing LPN to A.D.N. Only
Scottsdale Community College 9000 E. Chaparral Road Scottsdale, AZ 85256-2699	Nellie Nelson, MSN, RN, CARN Chair, Division of Health Sciences Phone: (480) 423-6232
Mohave Community College 1977 W. Acoma Lake Havasu City, AZ 86403 Sites in Kingman, Bullhead City & Colorado City	Linda Riesdorph, MSN, RN Director, Nursing Program Phone: (928) 505-3378 FAX: (928) 505-3369
Northland Pioneer College PO Box 610 Holbrook, AZ 86025-0610 Campus Sites at Show Low and Winslow	Barbara T. Ballard, MS, RN Director, Department of Nursing Phone: (928) 532-6133

Programs, cont. from pg. 15

*Pima Community College 2202 W. Anklam Road Tucson, AZ 85709	Marie Barrentine, MS, RN Director of Nursing Phone: (520) 206-6661
*Yavapai College 1100 E. Sheldon Street Prescott, AZ 86301 Campus sites in Prescott and on Verde Campus in Clarkdale	Lynn Nugent, PhD, RN Division Chair, Allied Health, Nursing, Phone: (928) 776-2247

BACCALAUREATE DEGREE

*Arizona State University College of Nursing Tempe, AZ 85287-2602 (Spring, 2004) Campus sites in Tempe and ASU West in Glendale	Barbara Durand, Ph.D., RN Dean, College of Nursing Phone: (480) 965-3244
*Northern Arizona University PO Box 15035 Flagstaff, AZ 86001 (Spring, 2009)	Judith Sellers, DNSc., RN, FNP Chair, Department of Nursing Phone: (928) 523-2671
*University of Arizona PO Box 210203 Tucson, AZ 85721 (Spring, 2002)	Marjorie Isenberg, DNSc, RN, FAAN Dean, College of Nursing Phone: (520) 626-6152
*Grand Canyon University PO Box 11097, 3300 W. Camelback Road Phoenix, AZ 85061 (Fall 2005)	Cynthia Russell, DNSc, RN, CS Dean, College of Nursing Phone: (602) 589-2730
*University of Phoenix College of Health Sciences & Nursing 4615 E. Elwood Street Phoenix, AZ 85040	Beth Patton, MN, MA, RN College of Health Sciences & Nursing Phone: (480) 557-1751 (RN to BSN; LPN to BSN programs)
*Old Dominion University @ Yavapai College 1100 E. Sheldon St. #6148 Prescott, AZ 86301 *Accredited by the National League for Nursing Accrediting Commission (NLNAC), or the Commission on Collegiate Nursing Education (CCNE)	Steve Parker Site Director Phone: (928) 445-4616 BSN Completion Only

MASTERS DEGREE IN NURSING

*Arizona State University Tempe, AZ 85287-2602	Barbara Durand, Ph.D., RN Dean, College of Nursing Phone: (480) 965-3244
*Northern Arizona University PO Box 15035 Flagstaff, AZ 86001	Judith Sellers, Ph.D., RN, FNP Chair, Department of Nursing Phone: (520) 523-2671
*University of Arizona Tucson, AZ 85721	Marjorie Isenberg, DNSc., RN, FAAN Dean, College of Nursing Phone: (520) 626-6152
*University of Phoenix Center for Nursing Leadership 4615 E. Elwood Street Phoenix, AZ 85040	Beth Patton, MN, MA, RN Department of Nursing Phone: (602) 966-7400
*Old Dominion University Yavapai College 1100 E. Sheldon St. Prescott, AZ 86301	Steve Parker (Site Director) Phone: (480) 445-4616

NURSE PRACTITIONER PROGRAMS
APPROVED BY THE ARIZONA STATE BOARD OF NURSING

- Master’s Programs
- A. Arizona State University - Tempe, Arizona
- 1. Adult Nurse Practitioner
 - 2. Family Nurse Practitioner
 - 3. Obstetric/Gynecological Nurse Practitioner/Woman’s Health
 - 4. Pediatric Nurse Practitioner
 - 5. Psychiatric/Mental Health Nurse Practitioner
 - 6. Neonatal Nurse Practitioner
 - 7. Acute Care Nurse Practitioner
- B. University of Arizona - Tucson, Arizona
- 1. Family Nurse Practitioner
 - 2. Geriatric/Adult Nurse Practitioner
 - 3. Psychiatric/Mental Health Nurse Practitioner
- C. Northern Arizona University - Flagstaff, Arizona
- 1. Family Nurse Practitioner
- D. University of Phoenix - Phoenix, Arizona
- 1.Obstetric/Gynecological Nurse Practitioner/Woman’s Health
 - 2. Family Nurse Practitioner
- E. Grand Canyon University—Phoenix, Arizona
- 1. Family Nurse Practitioner—online (program has not admitted students)
- Post Master’s Program
- A. Arizona State University - Tempe, Arizona
- 1. Family Nurse Practitioner
 - 2. Mental Health/Psychiatric Nurse Practitioner

Regulation Rundown

by Pamela Randolph RN, MS, CPNP

Current Rule Activity

Article 3. A draft of the proposed rule making and an explanation of the proposed practice requirement is published on the Board Web site under proposed rules. The public is invited to an open meeting to make comment, or suggestions to the draft on Thursday, August 14, 2003, at 9 a.m. (see notice in this newsletter). Written comments will also be accepted before the meeting. Please direct comments to Pamela Randolph.

Article 5. Advanced Practice Nursing. Both Education and Advanced Practice Committees are in the process of reviewing and suggesting changes in the draft of these rules. The Arizona Medical Board, Pharmacy Board, Osteopathic Board and other interested entities will also be reviewing these proposed rules. A proposed rule making will be published in a future newsletter. It is anticipated that an open workshop will be scheduled in the future.

Future Rule Activity

Article 4. Regulation. The Board anticipates that rule making will begin by December 2003. The Scope of Practice, Education, and Chemical Dependency Committees will participate in reviewing drafts of the rule.

Article 1. Definitions and Time-Frames. The Board will need to amend these rules to be consistent with other rule making changes over the past 2 years.

Article 2. Arizona Professional and Practical Nursing Programs. The Education Committee will be discussing

possible changes to program rules at their August 29, 2003 meeting.

The person to contact at the Board regarding rules is:

Pamela Randolph
Nurse Practice Consultant
1651 E. Morten Suite 210
Phoenix, AZ 85020
602-331-8111 ext 139
e-mail: prandolph@azbn.org

Proposed Practice Requirement Article 3: Questions & Answers

1. *Do other Boards of Nursing have a practice requirement?*
The **proposed** requirement of the Arizona Board is similar to requirements of other Boards of Nursing: Oregon (960 hours in 5 years), West Virginia PN (200 hours in 2 years), Maryland (1,000 hours in 5 years), Nebraska (500 hours in 5 years plus continuing education), and Mississippi and Pennsylvania (no specified hours).
2. *Did the Board examine any research to support the proposed practice requirement?*
The Board examined *Evaluating the Effectiveness of Continuing Education Mandates*, National Council of State Boards of Nursing, Jan. 03, a study that shows that nurses view active practice as the largest contributor to their current abilities. This study can be obtained from the National Council of State Boards of Nursing. For more information, you may access their Web site, www.ncsbn.org and visit the publications section.
3. *What if a nurse does not meet the practice requirement?*
Licensees and applicants that do not meet the requirement may apply for and receive a temporary license to complete a nurse refresher course or place their licenses on inactive status without a fee.
4. *How will the Board enforce this standard?*
The Board will require each applicant to provide information on their practice. All licensees are required to verify the truth of the information on their application for initial license or renewal. If the Board receives a complaint on the licensee and it is discovered that the applicant falsified the information, the licensee is subject to action on the license that may include a civil penalty, a decree of censure, probation, suspension or revocation of the license.
5. *What about new graduates that have not had any practice?*
New graduates must be licensed within two years of graduation or they will be required to complete a refresher course upon passing NCLEX®. Because of the steep

- learning curve for new graduates as they enter practice, new graduates that do not receive an opportunity to practice within two years are considered by the Board to be in a vulnerable position. The Board has determined that an update of knowledge and skills is necessary after two years of non-practice for these individuals.
6. *What is the practice requirement?*
The Board is **proposing** that licensees practice in some manner for at least 960 hours every five years, either as an employee or volunteer, to renew or obtain licensure. This equates to 24 weeks of full-time practice every five years.
7. *Why is the Board proposing a practice requirement at this time?*
Currently, the Board requires an applicant to complete a refresher course if the license was inactive for five or more years and the applicant did not show evidence of active practice in the application. The **proposed** practice requirement extends the current rule to licensed nurses and provides for the specific amount of practice to ensure that all nurses are current in their practice.
8. *What activities qualify as practice?*
In the **proposed** rule, "practice" is interpreted liberally. Any job or position that requires or recommends an RN or LPN license would meet the criteria as will any activity performed as an employee or volunteer that is within the legal scope of nursing practice. In addition to bedside nursing, such activities as teaching nursing, supervising care, consulting, clinical experience in a nursing program, serving as a volunteer with a nursing organization or volunteering in health screenings will also qualify as practice. Caring for family members would not qualify.
9. *What is in the legal scope of RN and LPN practice?*
The legal scope of practice is detailed in statute ARS §32-1601(13) and (12) which are reprinted below.
"Professional nursing" (RN) includes the following:
(a) Diagnosing and treating human responses to actual or potential health problems.
(b) Assisting individuals and groups to maintain or attain optimal health by implementing a strategy of care to accomplish defined goals and evaluating responses to care and treatment.
(c) Assessing the health status of individuals and groups.
(d) Establishing a nursing diagnosis.
(e) Establishing goals to meet identified health care needs.
(f) Prescribing nursing interventions to implement a strategy of care.
(g) Delegating nursing interventions to others who are qualified to do so.
(h) Providing for the maintenance of safe and effective nursing care that is rendered directly or indirectly.
(i) Evaluating responses to interventions.
(j) Teaching nursing knowledge and skills.
(k) Managing and supervising the practice of nursing.
(l) Consulting and coordinating with other health care professionals in the management of health care.
(m) Performing additional acts that require education

- and training as prescribed by the board and that are recognized by the nursing profession as proper to be performed by a professional nurse.
- "Practical nursing" includes the following activities that are performed under the supervision of a physician or a registered nurse:
- (a) Contributing to the assessment of the health status of individuals and groups.
- (b) Participating in the development and modification of the strategy of care.
- (c) Implementing aspects of the strategy of care within the nurse's scope of practice.
- (d) Maintaining safe and effective nursing care that is rendered directly or indirectly.
- (e) Participating in the evaluation of responses to interventions.
- (f) Delegating nursing activities within the scope of practice of a practical nurse.
- (g) Performing additional acts that require education and training as prescribed by the Board and that are recognized by the nursing profession as proper to be performed by a practical nurse.
10. What is the exact wording of the proposed rule?
- R4-19-312 Practice Requirement**
A. The Board shall not issue a license or renew the license of an applicant who does not meet the applicable requirements in subsections (B), (C), and (D) of this Section.
B. An applicant for licensure by endorsement or renewal shall complete a nursing program or practice nursing at the applicable level of licensure for a minimum of 960 hours in the five years before the date on which the application is received. This requirement is satisfied if the applicant verifies that the applicant has:

1. Completed a nursing education program and obtained a degree, or an advanced practice certificate in nursing within the past 5 years;
2. Practiced for a minimum of 960 hours within the past 5 years where the nurse:

a. Worked for compensation or as a volunteer, as a licensed nurse, and performed one or more acts under A.R.S. § 32-1601(13) for a registered nurse or A.R.S. § 32-1601(12) for a practical nurse; or
b. Held a position for compensation or as a volunteer that required or recommended, in the job description, the level of licensure being sought or renewed; or
c. Engaged in clinical practice as part of an RN-BSN, masters, doctoral, or nurse practitioner program.

C. An applicant for licensure by examination, who is a graduate of a nursing program located in the U.S or its territories, shall complete a pre-licensure nursing program within 2 years of the date of licensure. Exam applicants who were previously licensed in a foreign jurisdiction shall meet the applicable requirements of subsections (B) or (D).
D. A licensee or applicant who fails to satisfy the requirements of subsections (B) or (C), shall submit evidence of satisfactory completion of a Board-approved refresher program that meets the requirements in A.A.C. R4-19-214. The Board may issue a temporary license stamped "for refresher course only" to any applicant who meets all requirements of this Article except subsections (B) or (C) of this Section and provides evidence of applying for enrollment in a Board-approved refresher program.

Nursing Assistant Programs: Current Approved Program List - June 13, 2003

<u>Facility</u>		
Apache Junction Health Care Center		Phoenix Mountain Nursing Center
Apache Junction (480) 983-0700		Phoenix (602) 996-5200
Arizona Eastern Star		Plaza Del Rio Care Center
Phoenix (602) 954-9178		Peoria (623) 933-7722
Beatitudes Campus of Care		Prescott Samaritan Village
Phoenix (602) 995-2611		Prescott (928) 778-2450
Beverly Healthcare Shadow Mountain		Prescott Valley Samaritan Center
Scottsdale (480) 860-1766		Prescott Valley (928) 775-0045
Bryans Extended Care		Quiburi Mission
Phoenix (602) 870-6060		Benson (520) 586-2372
Capri Care Center		Ridgecrest Health Care, FKA Grancare
Phoenix (602) 944-1574		Medical Center of Paradise Valley
Casa Del Mar Nursing & Rehabilitation Center, Sunbridge		Phoenix (602) 482-6671
Scottsdale (480) 994-1333		Safford Care Center:Infinia
Catalina Health Care Center		Safford (520) 428-4910
Tucson (520) 795-9574		Scottsdale Heritage Court
Chandler Health Care Center		Scottsdale (480) 949-5400
Chandler (480) 899-6717		SilverRidge Village
Christian Care Nursing Center		Bullhead City (928) 763-1404
Phoenix (602) 861-3241		Southern Arizona Veteran's Administration Medical Center
Chula Vista Nursing Home		Tucson (520) 792-1450
Mesa (480) 832-3903		Sun Grove Village Care Center
Citadel Care Center		Peoria (623) 566-0642
Mesa (480) 832-5555		The Peaks
Copper Mountain Inn		Flagstaff (928) 774-7160
Globe (928) 425-5721		Valley Health Care
Desert Cove Nursing Center		Tucson (520) 296-2306
Chandler (480) 899-0641		Village Green Healthcare Center
Desert Life Rehabilitation and Care Center		Phoenix (602) 264-5274
Tucson (520) 297-8311		<u>Hospital</u>
Devon Gables Health Care Center		Pima Community College @ Holy Cross Hospital
Tucson (520) 296-6181		Tucson (520) 206-5140
East Mesa Care Center, Sunbridge		<u>Independent</u>
Mesa (480) 832-8333		Academy for Caregiving - Chapter Classroom -
Evergreen Sun City		American Red Cross
Sun City (623) 933-0022		Phoenix (602) 336-6660
Evergreen Valley Health & Rehab Center		Academy for Caregiving @ East Valley Service Center-
Mesa (480) 832-5160		American Red Cross
Gardens Rehab & Care Center, The		Phoenix (602) 336-6660
Kingman (928) 719-0718		Academy for Caregiving @ Goodwill Industries -
Gila River Indian Care Center		American Red Cross
Laveen (520) 430-3813		Phoenix (602) 336-6600
Good Shepherd Retirement Community		Academy for Caregiving @ Humanities & Science
Peoria (623) 875-0100		Phoenix (602) 336-6660
Handmaker's Jewish Services for the Aging		Academy for Caregiving @ Pioneer Home Prescott
Tucson (520) 881-2323		Phoenix (602) 336-6660
Havasu Nursing Center		Academy for Caregiving at East Mesa Care Center -
Lake Havasu (928) 453-1500		American Red Cross
Heather Glen Care Center		Phoenix (602) 336-6660
Glendale (623) 842-4025		Academy for Caregiving at Sun Health
Infinia at Camp Verde, formerly Arbors Healthcare		Phoenix (602) 336-6660
Camp Verde (928) 567-5253		Banker's NA Program at Desert Highlands
Infinia at Flagstaff		Kingman (928) 716-3035
Flagstaff (928) 779-6931		Caring Connection PRECEPTOR COURSE
Kachina Point Healthcare		(520) 398-2090
Sedona (928) 284-1000		Caring Connection, The
Kivel Campus of Care		Amado (520) 398-2090
Phoenix (602) 956-3110		Direct Care Giver Association
La Canada Care Center		Tucson (520) 325-4870
Tucson (520) 797-1191		Dynamic Registry Nursing Assistant Program
La Colina Health Care		Glendale (623) 435-9000
Tucson (520) 294-0005		Fred G. Acosta Job Corps
Lake Hills Inn		Tucson (520) 792-3015
Lake Havasu City (928) 505-5552		Horizon Health Care Inst @ Wickenburg Regional Med
Laurel Mesa Health Care Center		Center - Wickenburg AZ
aka East Valley Medical & Rehab. Center		Sierra Vista (520) 417-2955
Mesa (480) 833-4226		Horizon Health Care Inst. @ Las Fuentes - Care Center,
Life Care Center at South Mountain		Prescott
Phoenix (602) 243-2780		Sierra Vista (520) 417-2955
Life Care Center of North Glendale		Horizon Health Care Institute
Glendale (602) 843-8433		Sierra Vista (520) 417-2955
Life Care Center of Scottsdale		Horizon Health Care Institute @ Holy Cross - Nogales
Scottsdale (480) 860-6396		Sierra Vista (520) 417-2955
Life Care Center of Tucson		Horizona Health Care Inst. @ Infinia of Douglas
Tucson (520) 575-0900		Sierra Vista (520) 417-2955
Marriott's Forum Pueblo Norte		Medical Services Company
Scottsdale (480) 948-5800		Scottsdale (480) 860-9552
Mi Casa Nursing Center		Phoenix Shanti Group
Mesa (480) 981-0687		Phoenix (602) 279-0008
Mountain View Care Center		Referral for Senior Adult Assistance
Tucson (520) 797-2600		Mesa (480) 835-7679
Mountain View Manor		Reflections Behavior Health
Prescott (928) 778-4837		Tucson (520) 297-3872
Northern Cochise Nursing Home		Saunders Asso. @ Chinle Nursing Home
Willcox (520) 384-3541		Chinle (920) 739-4653
Payson Care Center		The River CNA Program @ Silver Ridge Village
Payson (520) 474-6896		Bull Head (928) 763-1404

List, cont. from pg. 19

Tuba City Regional Health Care NA Program Tuba City (928) 283-2524	Mohave Community College-LHC Lake Havasu City (928) 855-7812	Pima Community College CTD @ Carondolet Tucson (520) 206-5113
Yuma Private Industry Council - Palm View Rehab & Care Center Yuma (520) 344-5529	Mohave High in Partnership w/Mohave Comm. College Bullhead City (928) 763-0288	Pima Community College-West Campus - NRA 101 Tucson (520) 206-6661
Yuma Private Industry Council @ Life Care Center Yuma (520) 329-0990	Northern Pioneer College NAT 101 White Mountain Campus High School Holbrook (928) 532-6133	Pima Community College-West-NRS104 Tucson (520) 206-6661
Yuma Private Industry Council at La Mesa Rehabilitation and Care Center Yuma (520) 329-0990	Northern Pioneer College NAT 101 WMC 8 Week Course Holbrook (928) 532-1633	Pima Medical Institute/Mesa Mesa (480) 898-9898
Yuma Private Industry Council at Yuma Nursing Center Yuma (520) 329-0990	Northland Pioneer College, NAT 101 5 wk Little Colorado Campus Holbrook (928) 289-4678	Precision High School Phoenix (602) 453-3661
<u>School</u>	Northland Pioneer, Nat 101 Video Holbrook (928) 352-6133	Saguaro High School Scottsdale (480) 443-7200
Arizona Western College Yuma (928) 726-1000	Northwest Education Ctr Glendale (623) 845-4000	Scottsdale Community College Scottsdale (480) 423-6000
AWC Nursing Assistant at La Paz Parker	Page High School Page (928) 608-4144	Southwest Skill Center @ Estrella Mtn. CC Avondale (623) 535-2772
Buckeye Union High School CNA Training Program Buckeye (623) 386-9719	Paradise Valley Community College Phoenix (602) 787-7288	Sunnyslope High School and Bryans Extended Care Partnership Phoenix (602) 870-6060
Cactus High School CNA Program Glendale (623) 412-5000	Paradise Valley High School fka Paradise Valley Unified School District Phoenix (602) 867-5554	Thunderbird - Greenway CNA Program Nursing Assistant Program Glendale (602) 588-5775
Centennial High School Peoria (623) 412-4445	Phoenix College Phoenix (602) 285-7133	Tucson College Tucson (520) 296-3261
Central Arizona College - Signal Peak Campus Apache Junction (480) 288-4017	Phoenix Job Corps Center Phoenix (602) 254-5921	Yavapai Community College-Prescott Prescott (928) 778-2450
Central Arizona College - Signal Peak Campus/NUR121 Apache Junction (480) 288-4017	Pima Community College (CTD)/Desert Vista Tucson (520) 295-5113	Yavapai Community College-Verde Campus Clarksdale (928) 445-7300
Central Arizona College @ Casa Grand UHS Apache Junction (480) 288-4017	Pima Community College CTD @ Tucson Medical Center Tucson (520) 206-5113	
Central Arizona College @ Santa Cruz High School Apache Junction (480) 288-4017		
Central Arizona College Aravaipa Campus Apache Junction (480) 288-4017		
Central Arizona College Superstition Mtn Campus Apache Junction (480) 288-4017		
Cochise College @ St. David High School Douglas (520) 417-4016		
Cochise College Douglas Douglas (520) 364-7943		
Cochise College-Douglas Outreach Program Sierra Vista (520) 364-7943		
Cochise College-Sierra Vista Sierra Vista (520) 364-7943		
Coconino Community College Flagstaff (928) 527-1222		
Coconino Community College/Page (928) 645-3987		
Coconino High School Flagstaff (928) 522-6140		
College America CNA Program Flagstaff (928) 526-0763		
Cortez High School Glendale District Phoenix (602) 993-6826		
Dysart High School El Mirage (623) 876-7000		
Dysart HS @ Southwest Skill Center Avondale (623) 535-2772		
East Valley Institute of Technology Mesa (480) 461-4052		
Eastern Arizona College - Thatcher Thatcher (520) 428-8389		
Flagstaff High School Flagstaff (928) 773-8135		
Gateway CC - EVIT Phoenix (602) 286-8529		
Gateway Community College Phoenix (602) 392-5025		
Gila County Community College Dist. - Globe Globe (928) 425-8481		
Gila County Community College Dist. - Rim Country Payson (928) 468-8039		
Glendale Community College Glendale (623) 845-3264		
Globe High School Globe (602) 425-3211		
International Institute of the Americas Phoenix (623) 849-8208		
Lamson College Scottsdale (480) 898-7000		
Maricopa Skill Center Phoenix (602) 238-4300		
Mesa Community College Mesa (480) 461-7106		
Mesa Community College/Boswell Sun City (623) 974-7837		
Metro Tech Phoenix (602) 271-2600		
Miami High School Miami (928) 425-3271		
Mingus Union High School Cottonwood (928) 634-7531		
Mohave Community College - North Campus Colorado City (928) 875-2831		
Mohave Community College-Bullhead City Bullhead City (928) 855-7812		
Mohave Community College-Kingman Kingman (928) 855-7812		

Shortage, cont. from pg. 1

Their acts undermine the faith of the public in all nurses, said Suanne Smith, a nurse practice consultant who investigates impostors for the State Board of Nursing.

This year, the board has confirmed two impostor cases. On September 30, 2002, board records say, Gail Shannon began work as director of quality management for the Maricopa Integrated Health System. The job didn't require a nursing license, and her typical duties would not have included hands-on patient care.

Even so, she claimed to have a bachelor's and master's degrees. She also claimed to be a registered nurse.

Later, board records say, she submitted a copy of a license she'd taken from someone else and altered. Suanne Smith said Shannon resigned under pressure January 21.

A representative of MIHS, citing confidentiality concerns, declined to comment on Shannon. However, Adda Alexander, vice president for patient services, said credentials are verified before orientation for any employee who will work hands-on with patients.

Alexander also said that during severe nurse shortages, hospitals know nurse impostors increase and are extra-careful to check qualifications.

"I think every hospital is being supervigilant," Alexander said.

In the second case confirmed this year, Carla Moore, who held no nursing license, represented herself as a licensed practical nurse while working at Desert Haven Nursing Center in Phoenix from November 11, 2002, to January 16, 2003, board records say. Furthermore, she'd worked as a licensed practical nurse at St. Luke's Behavioral Health Center from Oct. 28, 2001, to Nov. 23, 2002, after first being hired as a non-licensed clinician, a St. Luke's spokesman said.

To get the LPN job, she presented a copy of a nursing license that apparently wasn't valid, the spokesman said. A spokesman for Desert Haven declined to comment. Efforts to reach Shannon and Moore for comment were unsuccessful.

The board recently sent Moore a letter telling her to stop misrepresenting herself.

Suanne Smith said impostors sometimes don't know they

are committing a crime, but such a misrepresentation is typically a Class 6 felony. That's the least-serious felony but carries a penalty of a year in prison. Sometimes the state prosecutes.

That's what happened to Limon, now 53. In 1999, she pleaded guilty to forgery, a class 4 felony, for faking her RN license and was sentenced to four years' probation, 150 hours of community service and two months in jail. Eventually, the jail term was deleted. She was ordered to pay her former employers \$18,424, part of the extra pay she got as a result of her fraud.

In another criminal prosecution, Janet Mary Schultz, now 64, of Sun City, was sentenced to two years' probation last July. She pleaded guilty to criminal impersonation, having passed herself off as an RN while working for the Regal Assisted Living Center, a care home, from Sept. 1, to Dec. 23, 2000. A spokeswoman for Regal declined to comment, as did Schultz and Limon.

Fortunately, no patients were harmed by Limon or Schultz, but in Limon's case, Assistant Attorney General B. Scott Wolfram asserted she had posed a risk.

It's a scary thought to think of what may have happened if the chips were ever down and a patient needed to rely on an authentic registered nurse's knowledge and skills," Wolfram wrote in his sentencing recommendation.

Susan Fuchs, public relations coordinator for the John C. Lincoln Health Network, said that when the network took over Phoenix General Hospital in 1997, a year before Limon's fraud was discovered, it had no reason to doubt her credentials. The network has stringent policies for checking nurses' credentials, Fuchs said.

Limon, her pre-sentence report says, asserted she "changed her certificate to upgrade her qualifications to receive the level of recognition she thought she deserved" and didn't know her behavior was criminal.

Fake – Nurse cases

The Arizona State Board of Nursing says cases of impostor nurses are on the rise. Seven women in each of the past two years were cited for fake credentials. Before that, the yearly numbers were as follows: one in 1996, two in 1997, four in 1998, one in 1999 and four in 2000.

The board concluded the cases of these seven "nurse impostors" in 2002:

- A 28-year-old Fort Mohave woman who, while working for the Mohave Walk-In Clinic, misrepresented herself as a "graduate nurse" while still in training. Later she graduated from Mohave Community College in Kingman and was licensed as a registered nurse, though she was fined \$50 for her infraction.
- A 51-year old Phoenix women who, while working at Arizona Surgical Hospital, carried business cards saying she was a registered nurse when she wasn't.
- A 40-year-old Prescott Valley woman who, while working for a Prescott- area physician, used the initials RN (registered nurse) after her signature on three patients' medical records forms.
- A Tucson woman, age unknown, with no nursing training at all, applied to a nursing registry saying she was an "RN/caregiver" in an effort to get home nursing jobs.
- A 61-year old Phoenix woman called a Phoenix laboratory canceling a physician's order for a urinalysis on a patient. She represented herself as a registered nurse, though she wasn't. The woman was a friend of the family of that patient.
- A 30-year- old Sun City West woman, a licensed practical nurse employed by Maricopa Medical Center/ Maricopa Integrated Health Care System, passed out business cards asserting she was a registered nurse. She had not finished her nursing education at that time but later was given an RN license.
- A Paradise Valley woman worked from Sept. 21, 2000, to Nov. 14, 2001, as a school nurse for the Scottsdale Unified School District. She held an expired registered- nurse license in another state but was not licensed in Arizona. When the district asked for proof that she was an RN licensed by Arizona, she couldn't provide it and was fired.

Legislative Update: Mandatory Reporting

By Joey Ridenour, RN, MN,
Executive Director, ASBN

HB 2361, effective, September 15, 2003, requires that licensed or certified health professionals and individuals with pending applications who have been charged with a felony or a misdemeanor involving moral turpitude to report these charges to their respective board within ten days of the charge.

All of the Boards have their own statutes and rules regarding licensure, unprofessional conduct and disciplinary actions. The majority of the Boards’ statutes and rules define a felony or a misdemeanor involving moral turpitude as a act of unprofessional conduct and allows the Boards to take disciplinary action including revocation or suspension of the offending professional’s license.

The Boards investigate complaints of unprofessional conduct that are submitted by individuals of the public, health care entities or other health care professionals. The majority of Boards also require upon initial application or renewal of a license for the applicant to report any convic-

tions of felonies or misdemeanor involving moral turpitude; the Board then reserves the right to deny or restrict a license based on these facts.

The renewal cycle for licensure ranges from one to four years, allowing some professionals to continue to practice uninvestigated by the board after being arrested or convicted of a felony or a misdemeanor involving moral turpitude.

HB inserts language into the general health professional statutes that makes the professional responsible for reporting any charges of felonies or misdemeanors involving moral turpitude within ten days of the charge. This allows the respective Board to take appropriate and timely action.

Provisions

- Requires that a health professional that has been charged with a felony or a misdemeanor involving moral turpitude report these charges to their regulatory board within ten days.
- Requires that an applicant for licensure or certification that has been charged with a felony or a misdemeanor involving moral turpitude report these chargers to their regulatory board within ten days.

Nursing Community Mourns the Death of Pioneer, Audrey Rath

Submitted by: Martha Fay, NP

Arizona Nurses lost a great leader with the passing of Audrey Rath in April. Audrey served her country as a Captain in the United States Air Force, and was buried with full military honors at the National Memorial Cemetery in Cave Creek. Audrey started the first Pediatric ICU at Tucson Medical Center, and went on to be involved with groundbreaking research in the field of pediatric hypertension at the University of Arizona in Tucson. She also received her Masters Degree in Nursing from the U of A, going on to be forever a "Wildcat Fan".

Audrey and her husband John moved to Phoenix in 1980 so that she could take a position at the Arizona State Board of Nursing to start a brand new field here called "advanced practice nursing". She continued in her service to the state by working at the Arizona State Board of Nursing for the next 20 years. Most of that time Audrey worked in the area of advanced practice and in the last few years was responsible for the licensing department.

Audrey had a vision of what Nurse Practitioner practice in Arizona could be like, and she lived to see that vision fulfilled. Despite obstacles, she never let others who objected to an expanded role for nursing practice get in the way of the goal. Arizona is not known for being "first" in too many areas, except when it comes to Nurse Practitioner practice. This is because of Audrey-her hard work, tenacity, and vision made it all possible for all NPs to practice the way we do today.

Audrey was businesslike but compassionate. Many Nurse Practitioners’ feel, as do I that we owe our present and future success to Audrey’s work and what she accomplished during her years at the Board and her influence on Nurse Practitioner scope of practice. She was a dignified person who enjoyed life’s simple pleasures. I was very fortunate to have known such a great lady who left her mark on the nursing community in Arizona. She will be missed by us all, but the fruits of her work will ripen for many years to come.

The writer is a former member of the Arizona State Board of Nursing

RN/LPN DISCIPLINARY ACTION

April - June 2003

* Not reported in previous Newsletter

DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
3/26/2003*	ALVES, ROBERT P.	RN057915	Suspension	Drug Abuse Alcohol Abuse, Failure to Comply w/Requirements/Impaired Nurse Program
6/7/2003	ANAST, SUSAN E.	RN104284	Probation	Drug Abuse
4/25/2003	ANDERSON, ROBERT J.	RN097856	Decree of Censure	Unsafe Practice, Failure to Follow Orders, Failure to Intervene
4/26/2003	ARBOGAST, JULIE G.	RN059828	Decree of Censure	Failure to Maintain Minimal Standards, Unsafe Practice, Failure to maintain narcotic records & narcotic. Count
3/5/2003*	BABB, LINDA A.	RN044931	Revocation/Non-Voluntary	Failure to Maintain Minimal Standards, Failure to Assess, Failure to Intervene
6/12/2003	BAKER, COLLETTE S.	RN088345	Probation Completed	
6/12/2003	BALBOUR, MARY K.	RN041917	Suspension	Drug Abuse, Fraud, Deceit-Other
6/10/2003	BARNET, DONNA L.	RN092978	Revocation/Non-Voluntary	Violating Board Order
4/4/2003	BAZUA, ANGELICA	RN070040	Suspension	Alcohol Abuse, Failure to Comply w/ Requirements/ Impaired Nurse Program
4/25/2003	BEARDSLEE, GORDON R.	RN065973	Probation Completed	
4/23/2003	BENNETT, PAULINE W.	LP022196	Revocation/Non-Voluntary	Failure to Assess, Failure to Intervene
6/11/2003	BOLTON, BARBARA L.	RN044058	Suspension	Documentation Errors, Wastage Errors, Drug Use on Duty
4/24/2003	BREWER, TERESA R.	RN11870	Probation	Failure to Maintain Min. Standards, Failure to Assess, Failure to Intervene, Unsafe Practice, Medication Errors
6/4/2003	BURNS, BRIAN A.	RN102162	Voluntary Surrender	Unsafe Practice, Positive Drug Screen, Failure to Comply w/Requirements/Impaired Nurse Program
3/18/2003*	BURNS, RAELA M.	RN050421	Decree of Censure	Failure to Maintain Minimal Standards, Unsafe Practice, Failure to Assess
3/20/2003*	BUTLER, PAMELA D.	LP027571	Suspension	Leaving Duty Station, Drug Abuse
3/22/2003*	CAMPBELL, CHARLES M.	LP037121	Decree of Censure	Unsafe Practice, Documentation Errors, Practicing Beyond Scope
5/21/2003	CARTER, VALERIE J.	LP019735	Stayed Revocation w/Probation	Violating Board Order
3/7/2002*	CASTRO, ROSE T.	RN069632	Revocation	Felony, Drug Abuse
5/6/2003	CHASE, CAROLYN J.	LP021014	Voluntary Surrender	Drug Abuse, Drug Diversion – Self, Failure to Comply w/Requirements/Impaired Nurse Program
4/25/2003	CHRISTIENSEN, NANCY A.	RN054319	Revocation/Non-Voluntary	Drug Abuse, Drug Diversion – Self, Violating Board Order
5/15/2003	CHURCHILL, AMY S.	RN087327; AP1299	Probation	Writing Illegal RX, Documentation Errors
6/17/2003	COLE, JACQUES P.	RN123221	Probation	Action in Another Jurisdiction
4/23/2003	COMLY, JILL M.	RN076438	Stayed Revocation w/Suspension	Drug Abuse, Failure to Comply w/Requirements Impaired Nurse Program, Failure to Follow Orders
6/27/2003	COMLY, JILL M.	RN076438	Revocation/Non-Voluntary	Drug Abuse, Violating Board Order
5/8/2003	CRUZ, SHIRLEY H.	LP004442	Decree of Censure	Practicing Beyond Scope
3/24/2003*	CUESTA, ANSELMO C.	RN097695	Probation	Misdemeanor, Alcohol related
6/6/2003	DAVIS, BONNIE M.	RN095934	Stayed Revocation w/Probation	Stayed Revocation/Suspension Completed
6/27/2003	DAVIS, BONNIE M.	RN095934	Revocation/Non-Voluntary	Violating Board Order
3/6/2003*	DEBRUYN, DEBORAH A.	LP ENDORSEMENT APPLICANT	License Denied	Drug Abuse, Alcohol Abuse, Drug Use on Duty
3/5/2003*	ELIE, NETTIE J.	RN060809	Decree of Censure	Failure to Assess
4/11/2003	ELY, KELLY K.	RN063864	Probation	Positive Urine Drug Screen
5/21/2003	FERGUSON, KATHLEEN D.	RN078117	Voluntary Surrender	Drug Abuse, Failure to Comply w/ Requirements, Impaired Nurse Program
6/27/2003	FIGUEROA, ABRAHAM J.	RN091133	Revocation/Non-Voluntary	Alcohol Abuse, Violating Board Order
5/8/2003	FRITZ, EARLENE W.	RN033016	Stayed Revocation w/Probation	Drug Abuse, Violating Board Order

RN/LPN Disciplinary Action, cont. on pg. 24

RN/LPN Disciplinary Action, cont. from pg. 24

RN/LPN DISCIPLINARY ACTION				
April - June 2003				
* Not reported in previous Newsletter				
DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
4/22/2003	MYLES, JANICE A.	LP024222	Revocation/Non-Voluntary	Theft – Client, Fraud/Deceit
3/7/2003*	PAIGE, ROBERT	RN070640	Revocation	Sexual Misconduct
4/24/2003	PATTERSON, VICTORIA S.	LP024077	Decree of Censure	Failure to Maintain Minimal Standards, Unsafe Practice, Failure to Follow Orders
4/9/2003	PIERCE, STEVEN L.	RN075295	Probation	Failure to Maintain Minimal Standards, Documentation Errors
5/12/2003	POLYAK, JUDY D.	RN105378	Probation	Drug Abuse, Drug Diversion, Theft - Employer
4/25/2003	PRICE, TRACY I.	LP037467	Probation Completed	
3/11/2003*	PROCTOR, ELLINOR N.	RN087248	Decree of Censure	Failure to Assess, Failure to Intervene
6/24/2003	QUALLS, TERESA J.	RN088399	Probation Completed	
3/16/2003*	REMMERS, JANICE L.	LP029569	Probation	Failure to Maintain Minimal Standards, Drug Abuse
3/7/2003*	RIDLEY, BILLIE M.	LP007903	Decree of Censure	Failure to Follow Orders, Documentation Errors, Medication Errors
4/3/2003	RIEFFEL, DONALD W.	RN035034	Voluntary Surrender	Positive Drug Screen, Alcohol Abuse
4/23/2003	ROSS, BEN D.	LP033813	Suspension	Violating Board Order
6/12/2003	ROSS, KIMBERLY S.	RN000099467	Probation Completed	
3/7/2003*	RYAN, DEBORA A.	LP032191	Revocation	Abandonment, Practicing w/o License
3/7/2003*	SAMPSON, CECILIA F.	LP031484	Revocation	Violating Board Order, Failed to cooperate
12/16/2002*	SCHROEDER, REBECCA P.	RN053816	Decree of Censure	Practicing Beyond Scope
4/23/2003	SENGBUSCH, DONNA J.	RN105751	Revocation/Non-Voluntary	Drug Abuse, Inability to Practice Safely
4/24/2003	SHELBY, MARY D.	RN085600	Voluntary Surrender	Drug Abuse
5/7/2003	SIMS, SHEILA Y.	RN099043	Probation	Violating State/Federal Statutes
5/3/2003	SKINNER, KAREN A.	RN057594	Stayed Revocation w/Probation	Stayed Revocation/Suspension Completed
4/3/2003	SMITH, RUTH L.	LP012691	Voluntary Surrender	Failure to Maintain Minimal Standards, Documentation Errors, Medication Errors
4/25/2003	SPENCE, ELAINE E.	RN ENDORSEMENT APPLICANT	Probation	Drug Diversion, Action in Another Jurisdiction
3/24/2003*	SUARES, DONNA B.	LP022299	Decree of Censure	Failure to Maintain Minimal Standards, Failure to Follow Orders, Medication Errors
4/10/2003	SULENTA, CLARA A.	RN108289	Probation	Unsafe Practice, Failure to Maintain Minimal Standards, Drug Abuse
5/9/2003	THOMPSON, REBECCA G.	LPN ENDORSEMENT APPLICANT	Probation	Alcohol Abuse, Presenting Illegal RX
6/12/2003	TRIPI, PAMELA J.	LP035661	Revocation/Non-Voluntary	Alcohol Abuse, Drug Related, Violating Board Order
6/12/2003	WEAVER, PAUL M.	RN064013	Probation Completed	
3/16/2003*	WEDLAKE, SALLY A.	LP023549	Probation	Failure to Maintain Minimal Standards, False Documentation, Action in Another Jurisdiction
4/24/2003	WESTON, PAMELA K.	LP012978	Revocation/Non-Voluntary	Medication Errors, False Documentation, Drug Related-Other
4/30/2003	ZICCARDI, CLAUDIA A.	RN096703	Probation	Drug Related, Fraud, Deceit-Obtaining License

<div><div>CNA DISCIPLINARY ACTION</div><div>April - June 2003</div><div>* Not reported in previous Newsletter</div></div>				
DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
3/7/2003	Alcaraz, Cassandra M.	CNA Applicant	Certificate Denied	Misdemeanor; Failure To Maintain Minimal Standards; Practicing w/o a Certificate
4/22/2003	Anderson, Cheri D.	CNA999992912	Revocation/Non-voluntary	Felony; Drug Related; Fraud/Deceit-Prescription Fraud
3/7/2003	Antol, Alexis J	CNA999950442	Revocation/Non-voluntary	Writing Illegal RX; Drug Related; Inability To Practice Safely
1/23/2003	Baca, Dennis	CNA Applicant	Certificate Denied	Misdemeanor; Drug Related
4/23/2003	Baker, Robert D.	CNA Applicant	Certificate Denied	Felony
4/22/2003	Barela, Patricia D	CNA999988898	Revocation/Non-voluntary	Criminal Conviction; Failure To Maintain Minimal Standards; Failure To Follow Orders
3/7/2003	Barreda, Carol A	CNA426996103	Revocation/Non-voluntary	Criminal Conviction Against Property; Theft Client; Misconduct
2/13/2003	Berchman, Nellie	CNA026439103	Civil Penalty	Failure To Maintain Minimal Standards; Failure To Follow Orders
5/27/2003	Berchman, Nellie	CNA026439103	Suspension	Violating Board Order
3/10/2003	Bowers, Asha Paris	CNA999987197	Suspension Cleared	
4/22/2003	Bowling, Robin L.	CNA193063213	Revocation/Non-voluntary	Felony; Obtaining Certificate By Fraud
6/11/2003	Bowman, Elizabeth M	CNA865024641	Revocation/Non-voluntary	Practicing Beyond Scope; Alcohol Abuse
1/23/2003	Bridges, Crystal L.	CNA Applicant	Certificate Denied	Misdemeanor; Failure To Maintain Minimal Standards
6/11/2003	Brooks, Ryan St. Patrick	CNA999950979	Revocation/Non-voluntary	Felony; Physical Abuse; Mental Abuse
4/22/2003	Brown, Arnette M	CNA239669013	Revocation/Non-voluntary	Misdemeanor; Drug Related
1/22/2003	Brown, David J	CNA997341441	Revocation/Non-voluntary	Criminal Conviction Against Property; Criminal Conviction; Drug Related
4/22/2003	Brown, Demetria L.	CNA999987127	Revocation/Non-voluntary	Failure To Maintain Minimal Standards; Theft Employer
4/24/2003	Brown, Michael S.	CNA Applicant	Certificate Denied	Criminal Conviction Against Person; Unprofessional Conduct
4/22/2003	Bylas, Elena K.	CNA121699103	Revocation/Non-voluntary	Alcohol Abuse; Drug Related
3/7/2003	Caldwell, James R.	CNA Applicant	Certificate Denied	Misdemeanor; Criminal Conviction; Failure To Cooperate
6/4/2003	Cantrell, Jack C	CNA489551403	Revocation/Non-voluntary	Felony
4/22/2003	Carlson, Cathy G	CNA974056783	Revocation/Non-voluntary	Failure To Maintain Minimal Standards; Physical Abuse
1/23/2003	Carpenter, Debra J.	CNA168808489	Certificate Denied	Felony; Drug Related
4/24/2003	Castro, Rebecca	CNA Applicant	Certificate Denied	Criminal Conviction-Arrest/Drug Related; Failure To Maintain Minimal Standards; Unprofessional Conduct; Drug Use On Duty
4/24/2003	Caswell, Tina	CNA Applicant	Certificate Denied	Criminal Conviction Against Person; Failure To Cooperate; Criminal Conviction-Alcohol Related
6/11/2003	Chase, Nevena	CNA418996803	Revocation/Non-voluntary	Drug Use On Duty; Violating Board Order
4/4/2003	Chavez, Frances R.	CNA856096103	Civil Penalty	Unsafe Practice; Failure to Cooperate
4/22/2003	Coleman, Lynn A	CNA158288803	Revocation/Non-voluntary	Sex With Client; Violating Board Order
1/16/2003	Craig, Joy Lynn	CNA999952261	Suspension Cleared	
3/7/2003	Crewdson, Kim R.	CNA Applicant	Certificate Denied	Criminal Conviction-Drug Offenses; Drug Abuse; Obtaining Certificate By Fraud
3/7/2003	Criswell, Stephanie A.	CNA Applicant	Certificate Denied	Misdemeanor; Fraud/Deceit; Failure To Cooperate

CNA Disciplinary Action, cont. from pg. 26

<div><div>CNA DISCIPLINARY ACTION</div><div>April - June 2003</div><div>* Not reported in previous Newsletter</div></div>				
DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
3/7/2003	Damper, Lori S.	CNA Applicant	Certificate Denied	Criminal Conviction-Drug Related; Criminal Conviction-Against Person; Felony Warrant; Obtaining Certificate by Fraud
4/24/2003	Davenport, Penny S.	CNA Applicant	Certificate Denied	Misdemeanor; Fraud/Deceit
3/7/2003	Day, Serene N.	CNA Applicant	Certificate Denied	Drug Related; Obtaining Certificate By Fraud
4/23/2003	Debourgh, Rebecca M.	CNA Applicant	Certificate Denied	Felony; Criminal Conviction-Theft Related; Obtaining Certificate By Fraud; Failure To Cooperate
3/7/2003	Dietz, Maria T	CNA999952664	Revocation/Non-voluntary	Felony; Theft Client; Fraud/Deceit (Forgery)
2/28/2003	Dixon, Meagan E.	CNA999997647	Civil Penalty	Misdemeanor; Drug Related; Alcohol Related
3/10/2003	Dooyen, Juanita A	CNA524441353	Revocation/Non-voluntary	Leaving Duty Station; Violating Board Order, Alcohol Related
2/12/2003	Downs,Jr, Gregory R.	CNA674623103	Civil Penalty	Leaving Duty Station; Verbal Abuse; Misconduct
3/7/2003	Duderstadt, Stephanie R.	CNA Applicant	Certificate Denied	Misconduct/Theft; Failure To Cooperate
6/4/2003	Ehrenberg, Rowena A	CNA999994810	Revocation/Non-voluntary	Drug Abuse; Drug Related; Violating Board Order
6/11/2003	Enriquez, Javier F	CNA999951633	Revocation/Non-voluntary	Failure To Maintain Minimal Standards; Misconduct (Neglect); Violating Board Order
3/10/2003	Espinoza, Sheila M	CNA999990001	Revocation/Non-voluntary	Drug Related (Positive UDS); Failure To Cooperate
3/7/2003	Farrell, Samantha	CNA Applicant	Certificate Denied	Misdemeanor; Against Property; Failure To Cooperate
3/19/2003	Fisher, Lorna	CNA999997658	Civil Penalty	Misdemeanor; Sexual Misconduct
4/24/2003	Fortenberry, Je Taun	CNA Applicant	Certificate Denied	Misdemeanor (Theft Related); Failure To Cooperate
4/24/2003	Francisco, Tynnia	CNA Applicant	Certificate Denied	Criminal Conviction Against Person; Against Property; Failure To Cooperate
3/7/2003	Franczak, Todd A.	CNA Applicant	Certificate Denied	Failure To Cooperate; Misconduct
4/22/2003	Frederick, Lisa M.	CNA549091803	Revocation/Non-voluntary	Drug Related; Violating Board Order
4/22/2003	Fretwell, Jessicah M	CNA190458739	Revocation/Non-voluntary	Criminal Conviction; Violating Board Order
4/22/2003	Friedberg, Barbara J.	CNA829617366	Revocation/Non-voluntary	Alcohol Abuse; Drug Related
6/4/2003	Gallardo, Yolanda G	CNA304539803	Revocation/Non-voluntary	Felony; Against Property; Theft Client
4/22/2003	Garcia, Cassandra	CNA999990293	Revocation/Non-voluntary	Failure To Maintain Minimal Standards; Failure To Follow Orders; Violating Board Order
4/24/2003	Glynn, Korri M.	CNA Applicant	Certificate Denied	Misconduct; Drug Related
4/22/2003	Gonzales, Angelica M.	CNA384643441	Revocation/Non-voluntary	Alcohol Related; Violating Board Order
3/10/2003	Gonzales, Sandra L	CNA675790803	Revocation/Non-voluntary	Criminal Conviction Against Person; Criminal Conviction-Alcohol Related; Failure To Respond
4/22/2003	Gonzalez, Roger L	CNA853741961	Revocation/Non-voluntary	Criminal Conviction-Drug Related, Alcohol Related, Obtaining Certificate By Fraud
4/24/2003	Grissett, Reggie, L	CNA Applicant	Certificate Denied	Misconduct; Fraud/Deceit
3/7/2003	Gue, Vicki J	CNA558166103	Revocation/Non-voluntary	Drug Related; Violating Board Order; Failure To Cooperate
4/22/2003	Guerrero, Maria G	CNA999988829	Revocation/Non-voluntary	Failure To Maintain Minimal Standards; Drug Related (Positive UDS For Cocaine); Failed To Respond
3/7/2003	Hachez, Matthew L.	CNA Applicant	Certificate Denied	Misdemeanor; Criminal Conviction-Alcohol Related; Failure To Cooperate
4/24/2003	Harris, Michelle L.	CNA872453304	Civil Penalty	Failure To Maintain Minimal Standards; Neglect; Leaving Duty Station
3/7/2003	Hawley, Judith E.	CNA Applicant	Certificate Denied	Felony; Obtaining Certificate By Fraud; Action In Another Jurisdiction

CNA Disciplinary Action, cont. on pg. 28

CNA Disciplinary Action, cont. from pg. 27

CNA DISCIPLINARY ACTION				
April - June 2003				
* Not reported in previous Newsletter				
DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
3/7/2003	Helker, Katie L.	CNA Applicant	Certificate Denied	Criminal Conviction; Drug Related; Obtaining Certificate By Fraud
4/6/2003	Holmes, Michelle B.	CNA999997859	Civil Penalty	Misdemeanor; Against Property
4/22/2003	Holt, Valerie C	CNA999950730	Revocation/Non-voluntary	Failure To Maintain Minimal Standards; Verbal Abuse
3/18/2003	Huggins, Elizabeth Lauren	CNA999997695	Suspension	Misdemeanor; Drug Related
6/4/2003	Huyghue, Clara	CNA999946802	Revocation/Non-voluntary	Misdemeanor; Against Property; Misconduct (Financial Exploitation)
4/24/2003	Ibanez, Eva Anita	CNA Applicant	Certificate Denied	Misdemeanor; Unsafe Practice; Drug Related (Under Influence Of Controlled Substance While On Duty)
6/4/2003	Iozia, Mark	CNA170423103	Revocation/Non-voluntary	Drug Related;Violating Board Order
3/7/2003	Jackson, Daniel J.	CNA Applicant	Certificate Denied	Alcohol Related; Failure To Cooperate
3/7/2003	Jackson, Yvette	CNA Applicant	Certificate Denied	Misdemeanor; Against Person; Failure To Cooperate
3/7/2003	James(Carney, Ingram), Charsena S.	CNA Applicant	Certificate Denied	Criminal Conviction Against Person; Against Property
3/7/2003	James, Regina	CNA Applicant	Certificate Denied	Misdemeanor; Criminal Conviction; Failure To Cooperate
5/26/2003	Janssen, Trudi	CNA999991592	Civil Penalty	Physical Abuse; Verbal Abuse
2/20/2003	Jenkins, Patricia M.	CNA027538803	Civil Penalty	False Documentation; Fraud/Deceit
3/14/2003	Jennings, Mary C.	CNA125313896	Civil Penalty	Fraud/Deceit
4/22/2003	Jessie, Sabrina M	CNA999992309	Revocation/Non-voluntary	Drug Related (UDS Positive); Failed To Respond
3/7/2003	Joiner, Brandon C	CNA999949549	Revocation/Non-voluntary	Drug Related; Drug Use On Duty; Drug Related (UDS Positive)
3/30/2003	Karle, Dennis J.	CNA Applicant	Civil Penalty	Failure To Maintain Minimal Standards; Failure To Cooperate
3/20/2003*	Keith, Lynda M.	CNA141458353	Stayed Suspension	Criminal Conviction-Alcohol Related; Alcohol Abuse
6/11/2003	Kelly, Judy U.	CNA999987140	Revocation/Non-voluntary	Failure To Maintain Minimal Standards; Verbal Abuse; Misconduct (Neglect)
1/23/2003	Kelly, Michael A.	CNA Applicant	Certificate Denied	Felony; Obtaining Certificate By Fraud
3/7/2003	Kowalski, Shana M	CNA876740441	Revocation/Non-voluntary	Failure To Maintain Minimal Standards; False Documentation; Practicing Without Certificate
3/5/2003	Kozlowski, Karie L	CNA999989311	Revocation/Non-voluntary	Drug Related (Positive UDS); Failed To Respond
3/7/2003	Lara, Lydia V.	CNA Applicant	Certificate Denied	Misdemeanor; Criminal Conviction-Drug Related; Theft Employer; Failure To Cooperate
3/23/2003	Lee, Chong M.	CNA Applicant	Civil Penalty	Misconduct
3/7/2003	Little, Ricky D.	CNA Applicant	Certificate Denied	Criminal Conviction
3/7/2003	Lopez, Brian J	CNA156141936	Revocation/Non-voluntary	Criminal Conviction-Alcohol Related; Drug Related (Positive UDS); Obtaining Certificate By Fraud
3/1/2003	Lynn, Amber	CNA999997437	Civil Penalty	Fraud/Deceit
4/17/2003	Lytle, Joanne	CNA466494641	Voluntary Surrender	Boundaries, Misconduct
3/7/2003	Machado, Clarence E.	CNA Applicant	Certificate Denied	Obtaining Certificate By Fraud
3/7/2003	Madrigal, Guadalupe A.	CNA Applicant	Certificate Denied	Misdemeanor; Drug Abuse; Alcohol Abuse; Obtaining Certificate By Fraud; Failure To Cooperate
3/14/2003	Manuel, Jermaine P	CNA999989286	Revocation/Non-voluntary	Drug Abuse; Drug Related (Positive UDS)
3/7/2003	Manzanedo, Raul	CNA Applicant	Certificate Denied	Misdemeanor; Against Person
1/23/2003	Martin, Lisa D.	CNA Applicant	Certificate Denied	Misdemeanor (Alcohol Related); Unprofessional Conduct; Failure To Cooperate
3/7/2003	Martinez(Coty), Susan A.	CNA Applicant	Certificate Denied	Against Person; Against Property; Other
3/7/2003	Mauch, Durand D.	CNA Applicant	Certificate Denied	Misdemeanor; Against Person; Failure To Cooperate

CNA Disciplinary Action, cont. on pg. 29

CNA Disciplinary Action, cont. from pg. 28

CNA DISCIPLINARY ACTION				
April - June 2003				
* Not reported in previous Newsletter				
DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
6/11/2003	Maynard, Melodie A	CNA999991528	Revocation/Non-voluntary	Drug Related; Failure To Maintain Minimal Standards; Practicing Beyond Scope
4/24/2003	Mcgarry, Letticia	CNA Applicant	Certificate Denied	Physical Abuse; Misconduct; Failure To Cooperate
4/24/2003	Mcgowan, Ickoy	CNA Applicant	Certificate Denied	Misdemeanor; Failure To Maintain Minimal Standards; Failure To Cooperate
1/23/2003	Melendez, Anna L.	CNA Applicant	Certificate Denied	Against Person; Alcohol Abuse
3/1/2003	Menges, Loraine	CNA Applicant	Certificate Denied	Theft Employer; Verbal Abuse; Leaving Duty Station
4/24/2003	Minnie, Alina	CNA Applicant	Certificate Denied	Unprofessional Conduct
3/7/2003	Munoz, Loretta	CNA Applicant	Certificate Denied	Criminal Conviction-Against Person; Alcohol Abuse
3/11/2003	Newell, Rebecca E	CNA999989368	Revocation/Non-voluntary	Verbal Abuse
4/24/2003	Ohlinger, Heather A.	CNA Applicant	Certificate Denied	Unprofessional Conduct; Drug Related
3/18/2003	Olivarez, Carmen M.	CNA141118103	Civil Penalty	Misconduct
3/14/2003	Oliveira, Christine Marie	CNA999988029	Civil Penalty	False Documentation; Fraudulent Billing; Failure To Maintain Minimal Standards
3/7/2003	Orisakeye, Mohammed J.	CNA Applicant	Certificate Denied	Felony; Misdemeanor; Obtaining Certificate By Fraud
3/7/2003	Parise, Paul	CNA Applicant	Certificate Denied	Physical Abuse; Verbal Abuse; Failure To Cooperate
3/20/2003	Patel, Chaitan N.	CNA520202249	Civil Penalty	Misconduct; Physical Abuse
3/10/2003	Payne, Beatrice L.	CNA149151963	Revocation/Non-voluntary	Criminal Conviction Against Property; Criminal Conviction-Alcohol Related
4/22/2003	Pecoraro, Angela	CNA931573906	Revocation/Non-voluntary	Felony; Obtaining Certificate By Fraud
4/24/2003	Perkins, Joycelyn Yvette	CNA Applicant	Certificate Denied	Misdemeanor; Criminal Conviction; Drug Abuse
3/1/2003	Peterson, Angela M.	CNA Applicant	Certificate Denied	Misdemeanor; Fraud/Deceit
6/11/2003	Petty, Annmarie	CNA200354813	Revocation/Non-voluntary	Criminal Conviction Against Property; Failure To Maintain Minimal Standards; Fraud/Deceit
1/23/2003	Ramirez, Rosemary A	CNA Applicant	Certificate Denied	Felony; Misdemeanor; Drug Related
3/7/2003	Red Horse, Sandra L.	CNA Applicant	Certificate Denied	Criminal Conviction-Active Warrant/Alcohol Related; Failure To Maintain Minimal Standards; Failure To Cooperate
4/24/2003	Reed, Tanoka	CNA Applicant	Certificate Denied	Misdemeanor; Against Person; Failure To Cooperate
3/10/2003	Rivera, Daniel C	CNA999952818	Revocation/Non-voluntary	Drug Related (Positive UDS)
5/1/2003	Roberson, Liesel	CNA803787203	Stayed Suspension	Misdemeanor, Unprofessional Conduct-Boundary issues; Leaving Duty Station
3/7/2003	Robledo, Shannon L	CNA641335237	Revocation/Non-voluntary	Theft Client; Theft Employer; Fraud/Deceit (Forgery)
3/7/2003	Roden, Stacey M	CNA Applicant	Certificate Denied	Felony; Against Property; Failure To Cooperate
3/6/2003	Rodgers, Venita E.	CNA765843969	Certificate Denied	Felony; Theft Client; Other
6/11/2003	Rodriguez, Armando	CNA999948315	Revocation/Non-voluntary	Misdemeanor; Drug Abuse; Drug Related, Positive UDS
4/22/2003	Rodriguez, Florentino	CNA999990202	Revocation/Non-voluntary	Felony; Against Property
1/23/2003	Romo, Rhonda K.	CNA Applicant	Certificate Denied	Drug Related; Drug Abuse
1/23/2003	Ruiz, Sylvia D.	CNA Applicant	Certificate Denied	Drug Related
4/22/2003	Salvage, Bruce	CNA715722103	Revocation/Non-voluntary	Drug Related Positive UDS; Violating Board Order
3/7/2003	Sanchez, Albert	CNA036202353	Revocation/Non-voluntary	Failure To Follow Orders; Mental Abuse; Verbal Abuse
3/11/2003	Sanchez, Ivan	CNA Applicant	Civil Penalty	Practicing Without Certificate
4/25/2003	Sanchez, Rhonda J.	CNA999947758	Suspension	Verbal Abuse
5/25/2003	Sanchez, Rhonda J.	CNA999947758	Suspension Cleared	
6/11/2003	Schatz, John F	CNA879886573	Revocation/Non-voluntary	Failure To Maintain Minimal Standards; Verbal Abuse; Failure To Cooperate
4/22/2003	Schwartz, Danette D	CNA225363103	Revocation/Non-voluntary	Criminal Conviction-Alcohol Related; Drug Related

CNA Disciplinary Action, cont. from pg. 29

<div><div>CNA DISCIPLINARY ACTION</div><div>April - June 2003</div><div>* Not reported in previous Newsletter</div></div>				
DATE	NAME	LICENSE	DISCIPLINE	VIOLATIONS
3/6/2003	Sendaj, Theresa Lynn	CNA Applicant	Certificate Denied	Felony; Misdemeanor (Alcohol Related); Fraud/Deceit
3/7/2003	Small, Barbara A	CNA999949587	Revocation/Non-voluntary	Verbal Abuse
3/27/2003	Smith, Barbara Joanne	CNA999990837	Stayed Suspension	Criminal Conviction; Alcohol Abuse
2/26/2003	Sneezy, John M.	CNA999997488	Civil Penalty	Misdemeanor
3/14/2003	Stafford, Ralph	CNA999995244	Revocation/Non-voluntary	Drug Abuse; Drug Related (UDS Positive); Violating Board Order
3/7/2003	Stephens, Scott G.	CNA894368103	Revocation/Non-voluntary	Violating Board Order
3/20/2003	Street, Sylvia J.	CNA949103580	Civil Penalty	Misconduct
3/5/2003	Tanner, Thomas	CNA Applicant	Certificate Denied	Criminal Conviction-Alcohol Related
3/12/2003	Tapia, Carolyn K.	CNA999950141	Civil Penalty	Verbal Abuse
5/8/2003	Taylor, Tracy	CNA999998138	Civil Penalty	Misconduct
5/18/2003	Thomas, Bernette L.	CNA986669937	Suspension	Misdemeanor; Against Property; Theft Client
2/16/2003	Thorson, Stephanie M.	CNA999988123	Civil Penalty	Drug Related
4/16/2003	Tucker-Villa, Cheryl	CNA109030103	Suspension	Alcohol Abuse
3/28/2003*	Tuttle, Shannon	CNA072508813	Stayed Suspension	Failure to Maintain Minimal Standards; Boundaries
3/7/2003	Villa, Jose L.	CNA Applicant	Certificate Denied	Misdemeanor; Criminal Conviction-Alcohol Related; Failure To Cooperate
4/24/2003	Vine, Porter	CNA Applicant	Certificate Denied	Misdemeanor; Obtaining Certificate By Fraud; Failure To Cooperate
4/24/2003	Washington (Jackson), Nettie J.	CNA Applicant	Certificate Denied	Misdemeanor; Alcohol Abuse; Failure To Cooperate
1/23/2003	Wheatley, Payton M	CNA999951614	Revocation/Non-voluntary	Unsafe Practice; Failure To Follow Orders
4/14/2003	Widener, Tamara L.	CNA999993619	Civil Penalty	Verbal Abuse
4/22/2003	Wiggins, Jackie S.	CNA240458620	Revocation/Non-voluntary	Theft Client; Misconduct; Failure To Cooperate
3/7/2003	Williams, Orlando	CNA Applicant	Certificate Denied	Misdemeanor; Against Person; Criminal Conviction-More Than One; Fraud/Deceit
1/23/2003	Wilson, Audrey L.	CNA Applicant	Certificate Denied	Misconduct; Drug Related
9/11/2002	Woods, Charles A.	CNA Exam Applicant	Certificate Denied	Felony; Drug Abuse; Obtaining Certificate By Fraud
3/1/2003	Wren, Erica D.	CNA Applicant	Certificate Denied	Criminal Conviction Against Person; Unsafe Practice; Theft Employer
4/24/2003	Wriden, Ricky Elijah	CNA453704173	Renewal Denied	Failure to Maintain Minimal Standards; Obtaining Certificate by Fraud; Failure to Cooperate

